

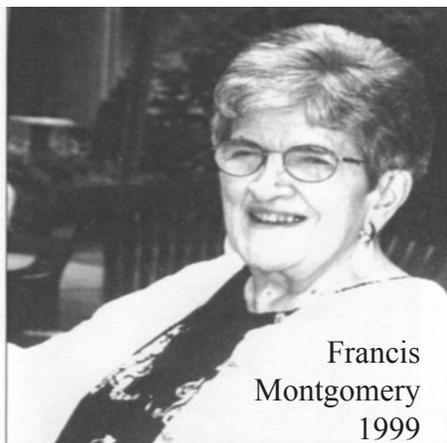


# The Nova Scotia Association of Social Workers

Part I - A History  
1963-2010

## INTRODUCTION

The history project began with the germ of an idea to record a most controversial time in the history of the Association - the path to licensure - which had been laden with many twists and turns before it became a reality. That initial idea<sup>1</sup> soon broadened into something much larger. During a discussion between us, an interest in combining our efforts and undertaking a general history of the Association including the road to licensing was discussed. In our naivety we agreed to move ahead with our plans. Little did we know when we began this volunteer endeavor what an enormous, involved project it would become.



We were very lucky at the time we were thinking about the project to have someone come forward and help in making it a reality. That person was Frances Montgomery who passed away in 2004. She was a pioneer social worker and a Life Member of the Nova Scotia Association of Social Workers. In addition she was one of the first staff members of the Maritime School of Social Work and a very active member of CASW nationally and the Nova Scotia Mainland Branch of CASW. In failing health she remembered the years she had spent in Halifax, her involvement with the Maritime School of Social Work and the relatively young Mainland Branch of CASW. She wanted to make a contribution to the NSASW in memory of those years. Prior to her death she donated \$1,000 to the Nova Scotia Association of Social Workers to be used as the Association saw fit.

Shortly after the donation was made the Executive of Council was approached with a request to dedicate the money to the history project. The NSASW Executive of Council approved that request in 2005 with the following objectives:

- To review all available material and to interview persons who have recollections of their involvement in the NSASW past; and,
- To use this information to show the accomplishments of the Association over the past forty years and to promote the profession in the future.

We have certainly tried to meet those objectives and believe we have succeeded. We also hope we have paid fitting tribute to Frances Montgomery not only by acknowledging her donation but by recording some of her time in Nova Scotia, her role in social work in both this Province and nationally and her time at the Maritime School of Social Work.

When we started in 2004 we thought it would be relatively easy to do the history of the Nova Scotia Association of Social Workers. We knew there were many archived files in the Association office and thought it would just be a matter of reviewing them and recording dates, events etc. to obtain the information we would require to put something together. Quickly, we discovered how wrong our assumptions were and thus our lengthy journey began. That journey has lasted seven years and has taken some circuitous routes from Canada's National Archives to those of Dalhousie University that houses the archives of the Maritime School of Social Work which is an integral part of Dalhousie University. Even then not all the material necessary for the project could be found. There are several pieces of material missing. For example, little could be found on two of the early branches of CASW in Nova Scotia – the Cape Breton Branch and the Northumberland Branch. We contacted

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<sup>1</sup> Harold was very interested in recording the history of the Association's move to licensing and mandatory registration while Bessie was thinking of taking a broad look at the Association's history.

people we thought might have information on those branches or remember something about them but came up with very little. What information we have on the two branches are bits and pieces we discovered in minutes of CASW Board Meetings and local Mainland Branch meetings.

The length of the project is indicative not only of the twists and turns along the way such as finding material but of the other commitments we had of both a personal and professional nature. Interruptions for vacations, illness etc. added to the length of time. We worked hard but it goes without saying that what we have accomplished is not a definitive history of the Nova Scotia Association of Social Workers. There is much more information in files and other sources than we could include or even tried to include here. Our hope is that what we did will stimulate interest in others to take an even closer look at some of the history of the Association and the people who struggled to make it what it is today. We met some interesting characters along the way and we have included information on some of them but, each of them is deserving of someone taking a closer look at their contributions to the profession of social work.

As to the accuracy of the material we included, we can only say that we tried diligently to verify facts. It is quite possible, however, that there are instances where dates or facts need further clarification. In some places we have noted discrepancies in people, dates, events and reports that we found in files dealing with the same time period and/or material.

We tried to organize the material by dividing it into decades and providing an overview of what happened in each decade based on the minutes of meetings and other material we could find. This was more successful in some decades than in others depending on the material available on the decade. We, therefore, took considerable leeway in mixing and matching various styles of dealing with the material we had. For example, finding material from the 1930s, 1940s and to a lesser extent the 1950s was difficult and either nothing or very little was available for some of the years so, the Chapter on the Beginnings is written in a more narrative style than others in an effort to piece together the information which was available and provide a sense of what was occurring both with the development of the professional association, CASW and in social services in general in Nova Scotia during those early decades. In other instances where there have been very significant events such as the introduction of licensure, an entire Chapter has been devoted to the subject.

During the course of our research we tried to document sources and organize them in a fashion which would be useful for anyone trying to pursue the history in the future or even looking at a piece of it. All the material has been listed by file, newsletter etc. and is readily available in the NSASW Library. In addition we have divided the completed product into three parts. Part I contains the actual text or History of the Nova Scotia Association of Social Workers. Part II – Appendices – contains a record of all the material we have collected from archives and the Nova Scotia Association of Social Workers plus lists of Award recipients, Past Presidents and leaders of the profession in Nova Scotia. Part III - Companion Folder - contains copies of the material we photocopied from various sources. Combined the three Parts give anyone who wishes to look for information a valuable reference source for future research.

For us this history project has been a journey which, while at times ponderously slow and frustrating, has provided us with marvelous insight into the development of the Association, the history of social welfare in the Province, the development of the Maritime School of Social Work, the many wonderful pioneers of the social work profession in Nova Scotia and the hundreds of dedicated social workers who have contributed to the growth and enhancement of the Association over the years. It has given us many hours of enjoyment and hours of discussion of some of the issues that have plagued the Association from its roots and remain today. Based on our research we have concluded the history by pondering the future of the Association and making some suggestions for future consideration by members and by Council. We hope those who read the document will enjoy our journey back in time and forward to 2011.

## ACKNOWLEDGEMENTS

We have already mentioned the wonderful gift that Frances Montgomery made to the Nova Scotia Association of Social Workers to enable this project but, there are many other people to whom we are indebted for aiding us in our search for information and whom we wish to acknowledge here.

Fred MacKinnon was here from the beginning, a pioneer social worker and the first President of the Nova Scotia Branch of the Canadian Association of Social Workers in the 1940s. We were lucky to be able to talk to him before he passed away in 2006 and to have as a resource the book he authored REFLECTIONS: 55 Years in Public Service in Nova Scotia. He also left a significant collection of material some of which is housed at the Nova Scotia Archives and Records Management and some in the MacKinnon files at the NSASW. It became invaluable to us as we worked our way through the years.

Lawrence T. Hancock the first full-time Director of the Maritime School of Social Work was another collector of information and the archived files of the MSSW contain many of the minutes of meetings of the CASW Branch in Nova Scotia, CASW Board meetings and meetings of NSASW that he saved. He also wrote a book, The Story of the Maritime School of Social Work: 1940-1969 which was a valuable resource for us.

Meetings and interviews with people like Harold Crowell who for years was the Director of Social Services for the City of Halifax, is a graduate of the Maritime School of Social Work and has a long history in social services in Nova Scotia gave us insight into the actual workings of the system and the people in it through several decades. Like Harold, Joan Cummings, a former professor at the Maritime School of Social Work, has been involved in the social service scene in Nova Scotia for many years and was willing to sit down and discuss her experiences. Such interviews brought some of the history to life.

Cameron MacDougall provided material, other information and continuous support to us throughout the project. He responded whenever we contacted him to clarify a point or seek further information. He also undertook along with Marilyn Peers, the laborious task of reading and commenting on a complete draft of the material. Marilyn also provided us with helpful material and information from her years of involvement with NSASW. Both were former presidents of the NSASW.

Rosemary Rippon, a former staff member of the Department of Community Services, and a long time member of NSASW donated her files from the years of her involvement. They proved to be very valuable to us and have now been deposited in the NSASW archives. Another former staff member of the Department of Community Services and very involved member of NSASW for many years, Bob Haley related the history of the establishment of the Nova Scotia School for Boys and his involvement in the incorporation of the MSSW into Dalhousie University.

Practically everyone we sought help from responded positively to our requests. George Savoury from the Department of Community Services assisted us by providing us with access to some of the historical documents in his office. Veronica Marsman and Dr. Wanda Thomas Bernard provided us with information on the Nova Scotia Association of Black Social Workers. Dr. Joan Gilroy took time to find and provide a list of Directors of the MSSW. Jacqueline Kenny sent us information on the Universite Ste. Anne and its relationship with NSASW. Reverend Father Vernon Boutilier assisted in the search for information on the Cape Breton Branch of CASW. Former Presidents and Executive Directors were contacted and assisted us whenever they could. We contacted so many people during the years we worked on the project that we cannot name them all here but, we would like them to know we appreciated the help they provided and could not have completed the project without it.

Finally, we would like to express our gratitude and thanks to the successive Presidents, Councils, Executive members and Executive Directors of NSASW from 2004 to the present who have borne with us as we toiled through the years and, even when we seemed to be at a stalemate, never waived in their support for the project.

Bessie Harris, RSW and Harold Beals, RSW  
Co-authors

The Nova Scotia Association of Social Workers  
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<b>(Contains copies of archived documents and other material listed in Appendix 10 used in compiling the NSASW History)</b>		

## Chapter - 1

### THE BEGINNINGS

#### A National Organization

The organization of the social work profession in Canada did not begin until the early part of the twentieth century. In 1924 a group of social workers meeting for lunch at the American National Conference of Social Work being held in Toronto, began to discuss establishing a Canadian Association of Social Workers (CASW). The Association would become a reality two years later in 1926 when a draft Constitution and By-Laws was accepted for the newly formed Canadian Association of Social Workers. The first general meeting of the CASW was held in Toronto in April, 1928 with 194 members present. By that time there were two branches of CASW; one in Montreal established in 1927 and the second in Toronto formed in 1928.<sup>1</sup> Over the next several decades the organization would persevere through many ups and downs as it sought to solidly establish itself throughout the Dominion but would grow and flourish to become the tremendous national organization that exists today (2010).

In the early years most of the members of the national Association were from Ontario and Quebec and, a bit later, from the Western provinces. Perhaps this was due to the fact that the first two Schools of Social Work in Canada were established in Quebec and Ontario and graduates of those Schools tended to stay in Toronto and Montreal. The first of the Canadian Schools of Social Work was founded at the University of Toronto in 1914 and the second at McGill University in Montreal in 1918.

Charter membership in the Association was open until December 31, 1927. When the Charter membership ceased the requirements for membership were established. Interestingly, professional education in social work was not the only or sole requirement for membership. There were two categories of membership – senior and junior. To be a senior member an individual had to have successfully completed two years of study in an approved school of social work and have four years of professional experience in an agency of recognized standing; or, have had six years of professional experience in an agency of recognized standing together with evidence of an educational background sufficient to warrant expectation of progress in the profession of social work and be not less than twenty-five years of age. Junior Membership required the individual be not less than twenty-one years of age and have completed two years of study in an approved school of social work.<sup>2</sup> Requirements for membership, particularly the experience clause related to the lack of professional education in social work would be a source of discussion and contention amongst the members of the organization for many years.

Also of note is the fact the Canadian Association of Social Workers was originally structured differently than it is today. For many years an individual could become a member of CASW without being a member of a provincial Branch of CASW. Old membership records in the provincial office of NSASW list CASW only members, NSASW only members and those who were both CASW and NSASW members, as well as, several other categories of membership. Each province could actually have more than one branch of CASW so, as will be seen later in this document; we shall refer to and at times discuss the CASW Nova Scotia Branch which later became the Mainland or Atlantic Branch and the Cape Breton Branch of CASW. Wherever there was a cadre

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1 Joy A. Maines. "Through the Years in Social Work" Article published in the Social Worker, CASW, Ottawa, Ontario. December, 1953. page 7

2 Maines. Ibid, pages 5 and 6.

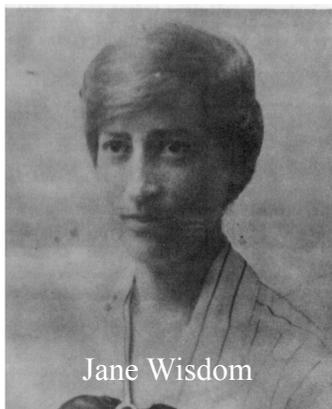
of five social workers who met the criteria for membership specified by CASW who were interested in forming a Branch, a Branch could and would be created and approved by CASW.

It is interesting that in comparison to the formation of many other professional associations where the establishment of a national professional body is usually preceded by the formation of provincial or local associations which then band together to form a national organization, the reverse was true in terms of a national association for social workers. The national body (CASW) preceded and actually led to the establishment of branches in each province. Eventually the branches in each provinces banded together to become provincial associations of social workers where, as members of CASW, individuals were also members of their respective provincial organizations. This is the federation of organizations that continues today.

The history of CASW runs parallel to the development of social work in Canada and the growth of the social welfare system. It is a history which has been well documented by several authors but, in particular, by Joy Maines who was the President of CASW from 1944 until 1945 and the Executive Director from 1945 to 1964. The early pioneers in social work in Canada struggled to have social work recognized and respected as a profession. The fact that social work has grown and matured to be recognized as one of the major human service professions is a tribute to their forbearance and foresight. Later in this document we shall mention some of the pioneers, particularly those in Nova Scotia, and their contributions to social work and social welfare.

### Nova Scotia – The Early Years

When the CASW came to fruition there were a few professionally trained social workers in Nova Scotia. We are uncertain of just how many there were because there was no structured professional organization in the Province at that time, no School of Social Work and an absence of records from those years. We do know, however, that there were a few social workers in Halifax prior to the Halifax Explosion in 1917. One of those social workers was Jane Wisdom<sup>3</sup>.



Jane was born in New Brunswick in 1884 and was one of the first professional social workers in Canada and the first professionally trained social worker in Nova Scotia. She had a career that spanned the period 1900 to 1952 and remained interested in social welfare throughout her life until her death in Sutherland's River, Nova Scotia in 1975.

Attending the New York School of Social Work for her initial education in social work, Jane Wisdom completed her course in 1912 and worked in New York at the Brooklyn Office of the Bureau of Social Charities for a period of time. While there she was lucky to be a co-worker of Mary Richmond who became preeminent in social work as the author of Social Diagnosis, the first major contribution to the social work profession.

In 1916 Jane Wisdom was asked to come to Halifax to head up the newly established Bureau of Social Services. Shortly after her arrival the Halifax Explosion of 1917 occurred and its aftermath soon changed her focus. Her concentration was on dealing with the disastrous after affects of the Explosion as part of the effort being put forth by the Halifax Relief Commission. She remained in Halifax until 1921 when

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3 Fred R. MacKinnon. Reflections 55 Years in the Public Service in Nova Scotia ( 2004 ). Maritime School of Social Work, Dalhousie University. Fernwood Publishing. Halifax, Nova Scotia. pgs. 213 -215.

she went to Montreal to attend McGill University, complete her social work studies and lecture in social work. In 1939 she returned to Nova Scotia and in 1941 she was asked to undertake a study for the Canadian Welfare Council in Glace Bay. When the Study ended she became the first welfare officer in Glace Bay. In this position she was directly responsible for administering the Poor Relief Act and became an outspoken, untiring advocate for the total reform of the welfare system. She held the position of Welfare Officer in Glace Bay until she retired in 1952. Jane Wisdom was one of the outstanding pioneers in social work and social welfare both in Nova Scotia and in Canada.

During the days and months following the explosion social services manpower was enhanced and increased by an influx of professionally trained social workers and non-professionally social work trained social activists from the United States and other parts of Canada. The first group of social workers to arrive in the city just forty hours after the explosion occurred were from the State of Massachusetts.<sup>4</sup> The individuals who came to help brought with them experience with disasters, experience in social work and much needed helping hands to a grateful city. The social workers amongst them came with a well developed philosophy<sup>5</sup> regarding social work and social welfare. All of them would influence, stimulate and generally play an active and major role in the development of social work as a profession and in the enhancement and growth of social welfare in Nova Scotia. Their work would have a lasting impact.



Ernest H. Blois

One of the interesting examples of the combined local and international manpower is related to the Halifax Relief Commission's (HRC) Children's Division. On December 11, 1917 Ernest H. Blois who was then the Superintendent of Dependent and Neglected Children and Chief Probation Officer for the Province was appointed as Chairman of the HRC's Children's Department to deal with the over one thousand children whose lives were disrupted by the explosion due to parental death, injury or loss of the family home. The nucleus of his staff consisted of himself and five other social workers – Miss Gwendolyn Lantz from Halifax, Miss Linton and Mrs. Parker from Boston, Mrs. Bessie Egan from Halifax and Miss Rathburn and Miss Shenstone from Toronto.<sup>6</sup>

As noted in Michele Hebert Boyd's book *Enriched by Catastrophe Social Work and Social Conflict after the Halifax Explosion*, "The Halifax Explosion had two major implications for social welfare in Nova Scotia. Firstly, it represented the beginning of a transition from a charity model of social welfare to a professional one<sup>7</sup> and "Secondly, Halifax's fledgling social workers were forced to learn their trades and use their new skills in a time of urgency and suffering unparalleled in Canadian history.<sup>8</sup> " The major catalyst for

4 Leonard F. Hatfield. *Sammy The Prince – The Story of Samuel Henry Prince*. (1990) Lancelot Press, Hantsport, Nova Scotia. p.23

5 Esther Brown. *Social Work As A Profession*. E.H. Hildreth and Company (1938). Battleboro, Vermont. Written for the Russell Sage Foundation this book provides an overview of the development and growth of social work in the United States, as well as, providing insight into the attitudes methodology and philosophy of the profession.

6 Michele Hebert Boyd. *Enriched by Catastrophe Social Work and Social Conflict after the Halifax Explosion*. (2007) Fernwood Publishing, Halifax, Nova Scotia. p.2

7 Michelle Hebert Boyd. *Ibid*. p.104

8 Michele Herbert Boyd, *Ibid*. p. 3

the growth of the profession in Nova Scotia was “crisis and chaos”<sup>9</sup>.

CASW was anxious to form branches to strengthen the organization. Correspondence between Mr. H.O. Eamen of the Halifax Industrial School and CASW indicate that there was an expression of interest from Nova Scotia in 1928 in regard to forming a Branch in Halifax. On March 8, 1929 Miss Mary Reid from the Montreal Branch of CASW visited Halifax to meet with local social workers in an effort to foster interest in setting up the Branch but, this was not to be. Further correspondence to CASW from Mr. H. O. Eamam informed the organization that there was not much interest in forming a Branch in Halifax. He did, however, hold out hope that eventually a Branch of CASW would be established in Nova Scotia.

It would not be until the early thirties (1931) that a Branch of CASW was formed in Halifax although CASW actually approved the formation of a provincial Branch for Nova Scotia on April 15, 1929. Records from the National Archives<sup>10</sup> indicate that the Branch was disbanded in 1935 after being active for only four years. We were unable to find much in the way of material on this early Branch of CASW but we can speculate that some of those who were involved in social welfare at the time were people such as Ernest Blois and Bessie Egan from the Society for the Prevention of Cruelty. Why the Branch disbanded remains a mystery.

After that inauspicious beginning, it was not until December 18, 1942 that a request was made to CASW to re-establish the Nova Scotia Branch. On February 5, 1944 the CASW approved the establishment of a Branch with the proviso that the territory represented be all of Nova Scotia and that only one representative from Nova Scotia be appointed to the CASW Board of Directors. . Records also indicate that at the time, there were eight CASW members in Halifax and six others throughout Nova Scotia.

According to Maines, the Cape Breton Branch of CASW was formed in 1949.<sup>11</sup> This date does not coincide with minutes of Nova Scotia Branch meetings found in the archived material from the Maritime School of Social Work (Killam Library) which will be cited later and puts the date as 1948. Regardless of the discrepancy both Branches were in existence by the late forties and were the precursors of today’s Nova Scotia Association of Social Workers.

To understand the environment in which the CASW Nova Scotia Branch was established and began the road to building a solid foundation for the social work profession in Nova Scotia, the next section of this document will take a cursory look at the state of social work and social welfare in Nova Scotia in the 1930s.

### **Nova Scotia – The 1930’s, the State of Social Welfare in Nova Scotia and the Establishment of the Maritime School of Social Work**

One cannot write about the development of social welfare and the social work profession in Nova Scotia without commenting on what occurred at the national level because the history of the two is substantially intertwined. The same applies to the development of the Maritime School of Social Work. So, in viewing a snapshot of the state of social welfare and social work in Nova Scotia in the 1930’s both entities will be points of reference.

By the 1930’s the Halifax Explosion and its aftermath which led to the beginnings of a changing perspective on social work and the First World War had come and gone. The Great Depression was just beginning. Churches

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9 Michele Herbert Boyd, Ibid. p.3

10 National Archives of Canada, Box 1713, MIKAN #109480, Volumes 24-27 “Provincial Associations and Branches”, Volume 24, file#17.

11 Maines. Ibid. p.44

of various denominations and charitable organizations, many of them religious denomination based, still formed the majority of service organizations for the poor. Such organizations as the Sisters of Charity, the Christian Brothers, the Sisters of Service, Catholic Charities of Halifax, the St. Vincent de Paul Society, the Charitable Irish, the Halifax Welfare Bureau (1916), the Halifax Relief Commission (1918), The Halifax Society for Improving the Conditions of the Poor (1867), the Women's Christian Temperance League, the Salvation Army and the Society for the Prevention of Cruelty (created in 1822 but given the powers of a child welfare agency in 1914), were all trying to do their best in bringing relief to the poor, the indigent and the mentally ill and caring for orphaned and abused children.

In 1930 there was a system of poor houses run and managed by the municipalities throughout Nova Scotia, the first of the Children's Aid Societies had been established in 1906 and more had been developed throughout the province since that time. Orphanages had been established in Halifax and Cape Breton and the Nova Scotia Youth Training Centre for mentally handicapped children opened at Brookside just outside Truro in 1929. A system of juvenile courts was in operation in the province and there were facilities such as the Halifax Industrial School for delinquent boys. On the Federal Government scene, Canada had an Old Age Pension Act (1927), a Juvenile Delinquents' Act (1908), and a Mothers' Allowance Act.

A rudimentary welfare and social service system was in place in 1930, although very much in its infancy compared to 2008. At the centre of it all, however, was the Elizabethan Poor Law of 1601 imported from Britain by the early settlers. The notion of the deserving and undeserving poor and indoor and outdoor relief<sup>12</sup> was still very much in vogue underlying and overshadowing all the efforts to build a just and equitable welfare system. The attitudes and perspective on the poor, the indigent, the mentally ill and others who needed help to survive entrenched in the Elizabethan Poor Law would continue to be a major factor in the development of social welfare, in particular social assistance, in Nova Scotia for several more decades. Indeed, even in 2008, regardless of the fact the Poor Law was long gone, it would continue to influence, the way in which the public, legislators and others view social work and social welfare in Nova Scotia.

In 1930 the administration of social welfare services was under the direction of the Attorney General of Nova Scotia. Ernest H. Blois was the first and only government appointed Superintendent of Neglected and Dependent Children, the Chief Probation Officer for the Province (February 7, 1912), and the Director of Mothers' Allowance (1930).<sup>13</sup> Blois was a great advocate for change and progressive legislation not only in child welfare but in other areas of social welfare as well. He would play a pivotal and major role in the continued development of social welfare and social work in Nova Scotia until his retirement in 1947.<sup>14</sup>

Social activists and humanitarians such as Samuel H. Prince, a sociologist, John Naylor of the Society for the Prevention of Cruelty, Elizabeth Bates Egan, Justice William Lorimer Hall who became Attorney General in 1925 and Judge R. H. Murray were on the scene and would contribute significantly to the development of social work and social welfare in Nova Scotia. In addition, there was a small cadre of trained professional social workers who had received their social work education outside Nova Scotia such as Gwendolyn Lantz who, along with several others, would be instrumental in establishing a professional association of social workers in Nova Scotia.

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12 Outdoor relief refers to the provision of assistance to individuals in the community while indoor relief refers to assistance provided by admission to an institution such as a Work House, Poor House or County Home. Most municipalities provided both but a few only provided one or the other type of assistance to the indigent, poor and mentally ill.

13 MacKinnon, Fred R. *Reflections 55 Years in Public Service in Nova Scotia*. (2004), Maritime School of Social Work, Dalhousie University. Fernwood Publishing. Halifax, Nova Scotia. p.29 and p. 172

14 MacKinnon, Fred R. "The Life and Times of Ernest H. Blois", (June 1, 1992) Nova Scotia Senior Citizens' Secretariat, Halifax, Nova Scotia. pgs. 1-15

In the 1930s the need for trained professional social workers, particularly in the area of child welfare services, was beginning to be a pressure point for charitable organizations, social service agencies, government and welfare/social service providers in general. What training and education there was in social work had to be obtained outside the Province and those who sought education elsewhere often chose not to return to Nova Scotia. This was a dilemma which would be discussed throughout the thirties but it would be the early 1940s before action to remedy the situation would come to fruition.<sup>15</sup>

Although at a somewhat slow pace, systemic and other changes continued in the social welfare and social services system in Nova Scotia throughout the 1930s,. The Minister of Public Health became responsible for social welfare services in 1933 and the Department was divided into two branches: Public Health and Public Welfare. The Welfare Branch was headed by Ernest H. Blois who was responsible for Old Age Pensions (enacted in 1931), Mothers' Allowance, Child Welfare and Financial Services. In 1937 the Federal Blind Persons' Act came into being and also became a part of the administration of the Welfare Branch.

The child welfare portfolio had been elevated when in 1926 Mr. Blois' title was changed to Director of Child Welfare. Although he still retained his other responsibilities, child welfare continued to be a substantial and busy part of the Welfare Branch portfolio. By 1939 Nova Scotia had 14 Children's Aid Societies and 11 Child Caring Institutions, 4 Reformatories and six juvenile courts throughout the Province, as well as, the Nova Scotia Youth Training Centre. In the early years, aside from E.H. Blois himself, Sara Allen who had been trained as an obstetric nurse in Boston was the only field worker in the Child Welfare division.<sup>16</sup>

In her History of the Children's Aid Society of Halifax CAS), Miriam Jacobsen talks about the growth of the CAS of Halifax from its founding and notes that one of the major problems for the agency in the late thirties was "...the growing demand for improved services and well trained and skilled personnel to deal with social problems".<sup>17</sup> This was a typical occurrence in child welfare throughout the thirties.

In other areas of social welfare, Nova Scotia still had the Overseers of the Poor, a system of poor relief or welfare administered by the municipalities, and a network of poor farms or poor houses throughout the province. County hospitals or asylums cared for the mentally ill and handicapped adults and children.

It was in the late thirties that things began to undergo change in relation to professional training for social workers in Nova Scotia. Fred MacKinnon who was sent on a Rockefeller Foundation Scholarship to study social welfare at the University of Chicago, notes that when he returned to Halifax in December, 1939 to join the Welfare Branch of the Department of Public Health there were, in addition to himself, four qualified social workers in the province: Ada Ward, Head of the Y.M.C.A; Gwen Lantz, Head of the CAS of Halifax; Elizabeth Torrey, Head of the CAS of Cape Breton and Gwendolyn Shand, Director of the Halifax Council of Social

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15 Hatfield, Leonard F., Ibid. pgs.140 – 148 and MacKinnon, Fred R., Reflections 55 Years in Public Service In Nova Scotia, pgs.60-62.

16 26<sup>th</sup> Annual Report of the Director of Child Welfare for the Year Ending November 30, 1939. Province of Nova Scotia – Provincial Secretary, King's Printer, 1939.

17 From the Booklet, the Children's Aid Society of Halifax which contains Mrs. Jacobsen's history of the Agency. Provided by the Society to the authors p. 14.

Agencies.<sup>18</sup>



Samuel H. Prince

Shortly after Fred MacKinnon's return to Nova Scotia Dr. Samuel H. Prince (1924-1950) who was an Anglican Priest, a professor of sociology at the University of Kings College and one of the great social reformers in Nova Scotia, approached E.H. Blois with whom he had worked on many Royal Commissions and projects, with a proposal to establish a School of Social Work in Nova Scotia. Dr. Prince believed there was an urgent need for professionally trained social workers in Nova Scotia and that this need would not be met until such education was available in the province.

Dr. Prince had been an advocate for professional social work training in the province for many years. His fervent belief in professional education for social workers was known nationally and on occasion he was asked to speak on the topic at a national level. One such example of this occurred in 1929 when Gwen Lantz wrote to him on behalf of Charlotte Whitton, who was a social activist and later became Mayor of some notoriety in Ottawa, asking that he speak at a National Conference on the topic of the training of social

workers.<sup>19</sup> Mr. Blois, as well, was a firm believer in the need for and benefit of professional education for social workers and would fully support and assist Dr. Prince in his efforts to establish a School of Social Work In Nova Scotia.

Dr. Prince's persistence and diligence, along with that of many community, religious leaders and local social welfare advocates and those working in the field, reaped its rewards when on April 15, 1941 the Nova Scotia Legislature passed a bill to incorporate the Maritime School of Social Work. Dr. Leonard Hatfield has fully documented Dr. S.H. Prince's involvement in the development of the Maritime School of Social Work in his book Sammy the Prince – The Story of Samuel Henry Prince one of Canada's Pioneering Sociologists.<sup>20</sup>

The School itself opened on September 29, 1941. On September 30 Gwen Lantz who was also the Supervisor of Field Work taught the first class.<sup>21</sup> It was the fourth training institution for social workers in Canada. Ernest H. Blois was the first Chairman of the Board. He served for one year and then because of what he perceived as a conflict of interest, resigned to be replaced by Mr. Justice William Lorimer Hall<sup>22</sup>.

The first class at the Maritime School consisted of twelve students; five full-time, five part-time and two individuals taking courses with a view to becoming full time students. The students were employed in various jobs throughout the welfare/social services system. Leonard Hatfield, later to be Bishop Leonard Hatfield, was the President of the first student body and a member of the first graduating class on April 30, 1943.<sup>23</sup>

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18 MacKinnon, F.R. "The Maritime School of Social Work 50 Years of Service". Speech made at a dinner celebrating the 50<sup>th</sup> Anniversary of the MSSW in 1991. – Copy of Speech found in the F.R. MacKinnon Box of papers located at the NSASW Office in Halifax

19 Folder 245.2 General Correspondence. Collection UA-22, Archives of the Maritime School of Social Work. Killam Library, Dalhousie University, Halifax, Nova Scotia.

20 Hatfield, Leonard. Sammy the Prince – The Story of Samuel Henry Prince one of Canada's Pioneering Sociologists

21 Collection UA-22, Folder 245.2, Archives of the Maritime School of Social Work, Killam Library, Dalhousie University, Halifax, Nova Scotia.

22 Justice Hall was a former member of the Nova Scotia Legislature, Attorney General and Minister in charge of social welfare from 1926-31. He was appointed a Justice of the Supreme Court of Nova Scotia in 1931. Ibid. MacKinnon. P.190

23 A list of the members of the first graduating class 1941-42 as found on page 23 of Hancock's book and accompanying picture is contained in the Appendices.

In the early years, along with his other duties at the University of Kings College, Dr. Prince managed the Maritime School of Social Work on a part-time basis. Teaching staff for the various courses were drawn from the community and volunteered their time. Dr. Prince, himself, taught sociology. F.R. MacKinnon who would later serve for many years as Deputy Minister of Welfare served as Registrar (1941-44) and taught courses. Finally in 1944, Ms. Phyllis Burns, a social work graduate of the University of Toronto was appointed Assistant Director of the School and became its first full-time faculty member. Lawrence T. Hancock, a former director of MSSW has documented the history of the Maritime School of Social Work in his book, The Story of the Maritime School of Social Work 1941-1969<sup>24</sup>. Much of the reputation, status and respect the profession has gained over the years in Nova Scotia is attributable to the Maritime School of Social Work and its graduates.

### **The 1940's: A Professional Organization for Social Workers in Nova Scotia**

The development and growth of the public/government run social welfare/service sector in Nova Scotia, the growth of private social agencies, social services and institutions, the development of social work education and specifically the Maritime School of Social Work and, indeed, the history of the Nova Scotia Association of Social Workers have been inextricably linked from the beginning. The largest employer of social workers in Nova Scotia has been and continues to be the Province of Nova Scotia. Social Workers employed by the government, many of whom are graduates of the Maritime School of Social Work, have always played a significant role in the professional association.

Prior to the re-establishment of the professional association, the focus of those in the broader social work community was on getting the MSSW operational. Finding space for the School, dealing with finances, obtaining lecturers, recruiting students occupied considerable time and effort. There was an air of excitement surrounding the establishment and operation of the MSSW.



In 1942-43 it was a small group of professionally trained social workers who came together to establish a Branch of CASW in Nova Scotia. The impetus to create a Branch was spearheaded by Fred R. MacKinnon who at that time was the Director of Child Welfare in the Welfare Branch of the Department of Public Health. According to Fred<sup>25</sup>, his main reason and that of the others who were involved, for wanting to establish a branch of CASW was that they wanted to develop a group of people with a commitment to making social work a viable, acceptable profession in Nova Scotia. Records at the National Archives indicate that an additional reason for the request to establish a CASW Branch in Nova Scotia was to lobby to gain proper recognition by CASW for the graduates of the Maritime School of Social Work.<sup>26</sup> In any event, Fred MacKinnon's leadership and work paid off and the previously defunct Nova Scotia branch of CASW was replaced by a new one in 1944.

Fred MacKinnon was the President of the Nova Scotia Branch for, its first year of operation. During the 2002 interview with him he stated that those persons involved in the work leading to the organization and development of the Branch in addition to himself were Ada Ward, the head of the Y.W.C.A., Gwen Lantz, the

24 Lawrence T. Hancock, LL.D. The Story of The Maritime School of Social Work 1941-1969. The Maritime School of Social Work, Dalhousie University, Halifax, Nova Scotia. 1992

25 Information gleaned from an interview with Fred MacKinnon on May 24, 2002.

26 National Archives of Canada. MIKAN #109480, vol. 24-37, vol.24, File #17 Minutes of CASW Executive Committee (1928-37)

head of the CAS of Halifax, Phyllis Burns, the Assistant Director of the Maritime School of Social Work, Elizabeth Torrey, the head of the CAS of Cape Breton, and Jean Fulton<sup>27</sup>, from the Government Dependents Board of Trustees. There is, however some confusion about the exact persons involved based on this and other statements he made over the years.

In an interview with Fred recorded in the late 1980's by Karen Hill as part of a CASW project<sup>28</sup>, he stated that Elizabeth Torrey, Miss Jean Fulton from the Government Dependents Board of Trustees, Gwen Lantz, Jane Wisdom, Phyllis Burns, and Gwen Shand were the persons who helped establish the CASW Branch in Nova Scotia. Some years earlier in a speech to the Annual Meeting of CASW in 1980 he said<sup>29</sup> that the members were Torrey, Fulton, Lantz and Wisdom and that Burns and others came along later.

There are no early records either at the National Archives or in the various sources searched in Nova Scotia to confirm who the early founders of the CASW Branch were. We do know, however, that Phyllis Burns did not come to Nova Scotia until 1944<sup>30</sup> when she joined the Maritime School of Social Work so she was likely not with the founding group. Jane Wisdom, on the other hand, was in Nova Scotia from 1939 until her death some decades later.<sup>31</sup> Gwen Shand returned to Halifax in the late 1930's to become the Executive Director of the Halifax Council of Social Agencies.<sup>32</sup> Ada Ward was with the YWCA in Halifax during the period in question. It is likely, therefore, that the original group who rallied to establish a Branch of CASW in Nova Scotia were the following: Fred R. MacKinnon, Elizabeth Torrey, Gwendolyn Lantz, Miss Jean Fulton, Jane Wisdom, Gwen Shand and very likely, Ada Ward. With the exception of Jane Wisdom, all the others were based in Halifax.

In the interview with Fred MacKinnon, previously mentioned, he said in the early years of the Branch the "hot topic" discussed by members over and over again was how much technical information in the areas of medicine, in particular psychiatry and law, should be adapted to social work education. There was dissension on this issue, not only amongst the members of the CASW Branch, but between the students and some of the faculty as well.

By 1944 the Maritime School of Social Work had graduated its first class (1943) and a Branch of CASW was underway. At the provincial level the Department of Public Welfare came into being (1944) with E.H. Blois as its first Deputy Minister, albeit the Department was still under the Minister of Health. The Second World War was nearing an end (1945) and would create an ever greater pressure for services and programs. At the provincial level, as well, increasing pressures were being applied on scarce resources by such things as the scandal of the Ideal Maternity Home, the service needs related to the British Guest Children who sought refuge from the turmoil and dangers of the war and the continuing attitudes and restrictions inherent in the Elizabethan Poor Law.

The first recording of a CASW Nova Scotia Branch meeting found was for March 31, 1944. That meeting was called by Gwen Lantz, the acting Chairperson, for the purpose of installing the first officers of the Branch and was attended by nine people. Mrs. Claire Fulton was the Chair of the Nominating Committee. Named and elected as officers at that meeting were: F.R. MacKinnon, President; Sister Baptista Marie, 1<sup>st</sup> Vice President;

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27 There is some confusion about this individual. In some places she is referred to as Jean and in others as Claire. We are unsure whether this is one and the same person. We have used "Jean" which was the name Fred MacKinnon first used.

28 Hill, Karen. *Final Report-Pioneers in Social Progress: Oral History of Social Work in Canada*. Ottawa. Ontario: CASW in collaboration with the Canadian Council on Social Development, Canadian Association of Schools of Science, August 6, 1990.

29 MacKinnon, Fred R. Personal Reflections. A paper prepared for the CASW Annual Meeting in St. John's, Newfoundland. June, 1980. Page 8

30 MacKinnon, Fred R. Reflections 55 Years In Public Service in Nova Scotia. Fernwood Publishing and the Maritime School of Social Work of Dalhousie University, Halifax, Nova Scotia, 2004. pgs. 178-179

31 MacKinnon, Fred R. Ibid. pgs.213-215

32 Mackinnon, Fred R. Ibid. pgs. 211-212

Miss A.M.S. Ward, 2<sup>nd</sup> Vice President; Lillian Romkey, Secretary-Treasurer; and Marion Westhaver, Assistant Secretary Treasurer. Jane Wisdom was named as the representative from Nova Scotia to the National Board of CASW. One of the first orders of business for the newly formed Branch was to decide what committees it needed to establish. Initially, four committees were formed: Membership with Gwen Shand as Chair; Personnel chaired by Gwen Lantz; Program chaired by Pauline MacDonald and Constitution chaired by F.R. MacKinnon. Members of the CASW Branch and Executive continued to be very involved with the MSSW in various capacities, particularly as lecturers. Prior to October of 1944 the School was staffed entirely by volunteers. The first full-time appointment at the MSSW occurred on October 17, 1944 when Phyllis Burns was hired as the first full-time instructor and Assistant Director.

The Nova Scotia Branch of CASW and its Executive met frequently throughout the 1940's. In fact we were able to find records in the MSSW archival material of approximately sixty general and Executive meetings between 1944 up to and including December 3, 1949. With those records we were able to glean a very good overview of how active the Branch was during these years and the issues of concern to members.

Shortly after it formed one of the activities the Nova Scotia Branch undertook was to support the Maritime School of Social Work in its quest for admission of its graduates to CASW membership. Because the School was not accredited the CASW had previously refused to recognize its graduates for membership in CASW. However, with considerable lobbying over a two year period from 1944-46, the CASW gave conditional approval for membership to graduates of the MSSW pending its accreditation.

1945 was a busy year for the Branch as it worked to ensure it had a solid foundation and organization. Time was spent as well reviewing the Dominion Government's plan to introduce a Family Allowance Program, examining standards and salaries for social workers in Nova Scotia in comparison with those in other provinces, trying to clarify membership requirements and the recruitment of new members. It is interesting to note that during the discussion of salaries it was agreed that salaries and opportunities for advancement for women in social work should be on a par with men.

One of the other occurrences was a decision made by the Nova Scotia Branch of CASW at its June 30, 1945 meeting. It was agreed that the Branch would become a member of the local Provincial Council of Women. Founded in 1894 the Council was a federation of women's organizations and community agencies. It was a beehive of social activism, very influential and a powerful force for change. More importantly it had gained recognition from the male dominated political establishment as a voice for issues and concerns effecting women.<sup>33</sup> From the standpoint of the Branch the decision to become a member of the Council was a wise one which would provide tremendous support in the coming years on items of mutual concern in bringing about necessary social change.

As well in 1945 Jane Wisdom resigned as the branch representative to the National Board of CASW and would not be replaced until 1946 when F. R. MacKinnon would become the representative. The Branch also brought in a new slate of officers. Several positions and people remained the same but some new faces were added: Phyllis Burns, Secretary; Beatrice Crosby, Treasurer; Miss Marion Westhaver, Assistant Secretary and Treasurer; Kay Thompson, Chair of the Program Committee; Gwen Lantz became Chair of a newly combined Personnel and Standards Committee; and, Miss Jessie Lawrence, Chair of Publicity.

Even in 1945 Branch members were active participants at the National level. For example, Phyllis MacDougall represented the Branch on the National Committee on Regulation and Licensing as well as the National

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33 For further explanation on the role of the Council of Women and other women's groups refer to Judith Fingard, "Women's Organizations: The Heart and Soul of Women's Activism", pgs 23-49 in Mothers of the Municipality Women, Work, and Social Policy in Post-1945 Halifax. Edited by Judith Fingard and Janet Guilford. University of Toronto Press. 2005

Committee on Progressive Program, Sister Thomas Marie was the representative on the National Committee on Education, and Elizabeth Torrey was on the Canada Committee.

As successive classes graduated from the Maritime School of Social Work, professionally trained social workers were being employed throughout the welfare and social service system. The largest area of employment was child welfare in both the public and private sectors. The increasing number of professionally trained social workers would bring greater pressure on government and the agencies and organizations in the private sector for changes. Poor relief and its underpinnings, the Elizabethan Poor Law, would become one of the major areas of focus for change although it would still be many years before change would occur.

On January 7, 1946 sixteen members of the Mainland Branch of CASW met to discuss various items and issues. F. R. MacKinnon Branch President made a presentation based on the Davidson Report on Welfare Services in Nova Scotia<sup>34</sup>. As previously mentioned, the Poor Law was of major concern to members of the Nova Scotia Branch so it was agreed a small group should be formed to study Davidson's findings and recommendations. Members of the Branch who were from Cape Breton suggested because of the travel distance and time involved they form their own study group in Cape Breton. The formation of the working group in Cape Breton is important in terms of the catalyst it would provide for the eventual formation of the Cape Breton Branch of CASW. Focus on the Poor Law and its administration would remain at the centre of many of the discussions by first one and then two branches of CASW for the next eighteen years until the Poor Law was finally repealed and replaced.

Also at this early 1946 meeting Jane Wisdom reported that on a national basis the CASW had 851 members. Of that number the Nova Scotia Branch had 34 members.<sup>35</sup> Jane also spoke of CASW's need for increased revenues to carry on with its work. After due consideration, the members present at the meeting agreed an increase in fees was necessary.

The Davidson Report covered many aspects of the welfare system so throughout 1946 there continued to be discussions about various areas of the Report such as those dealing with mental hygiene and the need for more mental health services particularly for children, the need for more Child Protection Services, expansion of the Juvenile Court, the need for more auxiliary classes for mentally retarded children and controlled placement as part of adoption practices. Regardless of the breath of the Davidson Report in December 1946 Branch members agreed to limit the focus of further discussion of the Report to two areas: Poor Relief and Mental Health. Some of the other items of concern to members and happenings in the Branch were the upcoming Biennial Meeting and the Canadian Conference on Social Work scheduled to be held in Halifax, an amendment to the By-laws so officers could be appointed for two years, the appointment of F. R. MacKinnon to the National Nominating Committee, the movement of social workers from provincial employment to employment with the federal government and the loss of pension that came with such a move.

By the time the Annual Meeting was held on June 11, 1946 there were 38 members in the Branch. At that meeting F.R MacKinnon retired as Branch President and Phyllis Burns became President by acclamation. F. R. MacKinnon was appointed the Branch representative to the National Board of CASW. Officers for the Branch were Sister Thomas Marie, 1<sup>st</sup> Vice-President; Phyllis MacDougall, 2<sup>nd</sup> Vice President; Patricia Lee, Secretary; Beatrice Crosby, Treasurer and Sister John Hugh, Assistant Secretary/Treasurer.

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34 George F. Davidson was Executive Director of the Canadian Welfare Council and was asked to undertake a study of the Poor Law in Nova Scotia by the Royal Commission on Provincial Development and Rehabilitation which had been appointed by the Federal Government in 1944. (MacKinnon p. 67)

35 Archives of the Maritime School of Social Work, Killam Library, Dalhousie University. Minutes of Meetings of the Nova Scotia Branch, January and February, 1946. Folder 238.7

Late in 1946 the Branch Executive agreed to ask the Halifax Council of Social Agencies to undertake a survey of social services in the City of Halifax. A committee was also appointed by the Branch to study the matter. The Executive's decision to ask the Halifax Council of Social Agencies to undertake the survey stirred up discussion on how much leeway the Executive had in making such decisions and requests. After considerable discussion it was agreed that a meeting would be held with the Council of Social Agencies to discuss the concern about the City as well as other matters.

As 1947 came in the Branch remained busy with the study of Poor Relief (Poor Law). Charlotte Mattar had been appointed to chair a committee consisting of herself, Elizabeth Torrey, Jane Wisdom, Beatrice Crosby and Wilfred Calnan to study and make recommendations on Poor Relief. Branch members also dealt with a host of other items such as standards and salaries for social workers, the Constitution of CASW and the CASW Canada Committee but, one which continued to occupy considerable discussion time was the employment of untrained social workers in the City of Halifax and the fact the city did not have a Department of Social Welfare. The President wrote a letter to the Mayor of Halifax protesting the appointment of an untrained person as social welfare worker for the city and received an abrupt reply stating that "there were other things besides training to be considered in dealing with people".<sup>36</sup>

Prior to the Annual Meeting on June 18, 1947 Phyllis Burns resigned as President. She was replaced at the meeting by Phyllis MacDougall. At this point there were forty-six members in the Nova Scotia Branch. Social Welfare in the City of Halifax and the employment of untrained social workers was still a topic of discussion along with matters such as the need for a Children's Bureau for Canada, the immigration of children to Canada, and internal matters such as the representation on the national board and the duties of the Membership Committee.

As well, at the MSSW matters were proceeding. By the end of 1947 the faculty of the Maritime School of Social Work had been enhanced with the employment of another full-time staff member, Ada Greenhill (1946). In 1947 Phyllis Burns, the first full-time faculty member left the School and was replaced by Frances Montgomery. Francis became the Casework Supervisor and Supervisor of Field Work. Some years later she would write about her career in Nova Scotia and elsewhere.<sup>37</sup>

At the provincial level things were undergoing change as well. Having served the Province of Nova Scotia since 1906, Mr. E.H. Blois retired on June 30, 1947. Instead of replacing him with one person two individuals were appointed as joint heads of the Department.<sup>38</sup> Fred MacKinnon became responsible for Child Welfare and Mothers' Allowance while Hiram Farquhar assumed responsibility for Old Age Pensions and Blind Persons' Allowance. This arrangement would continue until April 1, 1959 when Fred MacKinnon was appointed the Deputy Minister of the Department of Public Welfare. Although there was recognition at this time that major changes were required in such areas as Poor Relief, Family Courts, Adoption Laws, and Institutions; it would not be until the next decade that any major changes would occur.

The Nova Scotia Branch of CASW was growing in part because of the successive graduating classes from the Maritime School of Social Work. A Membership List from July 1948<sup>39</sup> which is contained in the Appendices indicates there were 35 members in the Branch.

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36 Killam Archives. Ibid. Folder 240.3

37 "Making the World a Better a Place: Highlights of Frances Montgomery's Career as a Social Worker", prepared by Martin Gerrard. Ottawa, March 2003. Martin Gerrard wrote this document based on interviews with Frances who wanted to leave a record of her life and career.

38 F.R. MacKinnon. Reflections. P. 63

39 National Archives. Ibid., Vol. 32, file #16

Minutes of the Mainland Branch meeting on February 18, 1948 indicate that Don Coulter, President of the newly formed Cape Breton Branch (also referred to as the Island Branch) and Executive Director of the Children's Aid Society of Cape Breton attended the meeting.<sup>40</sup> He reported that the Branch currently had ten members and had held its first two meetings. Jane Wisdom was the Vice President of the Cape Breton Branch and Alice MacLeod the Secretary. In addition, Mr. Coulter spoke about concerns related to the Unmarried Parents' Act.

At the same meeting Fred MacKinnon presented his views on the Davis Report on Municipal Affairs, Provincial-Municipal Relations and on the proposed study of Poor Relief. There was also discussion of the role of professionals, namely social workers, in the community in terms of social action. In addition, since licensing and registration were ever emerging concerns, the Branch set up a committee to examine and study these matters.

Later, in 1948, the Nova Scotia Branch would seek to engage the Cape Breton Branch in the study of Poor Relief in Nova Scotia and eventually the two branches would work together on this item. It should also be noted that in 1948 James Lovett became President of the Nova Scotia Branch. At this point members began discussing whether or not group workers should be included in CASW membership, the value of holding out-of-town meetings so members from outside the metro area would not have to travel to Halifax, the importance of carrying through with the work and reports of committees, the revival of the Committee on Poor Relief (finally accomplished on Nov. 17, 1948), and national matters such as the work of the National Committee on Employment and Personnel on which Lillian Romkey represented the Nova Scotia Branch. Also at the National level the branch was represented on committees by Ada Ward (Group Work), Frances Montgomery (Education), Charlotte Mattar (Medical Social Work) and Phyllis MacDougall (Regulation and Licensing). At the Nov. 1948 meeting the Personnel and Salary Standards Committee announced plans to conduct a survey of social workers in Nova Scotia to determine qualifications and education, number of years engaged in practice and position held.

There were Biennial Meetings held during the period 1946-48 and reports from those meeting indicate that by April 30, 1948 the National Association (CASW) had 972 members. Major items for discussion at the national level during those meetings were the Code of Employment and Personnel Practices, Standards in Medical Social Work and Standards in Group Work.

Minutes of a meeting of the Nova Scotia Branch on March 10, 1949<sup>41</sup> indicate there were 24 members present. At the meeting the Constitutional Committee consisting of Miss. Ada Greenhill (Chair), Sister Gertrude Marie and Miss. Frances Montgomery recommended that the name of the Branch be changed to Nova Scotia Mainland Branch and cover all the Province with the exception of Cape Breton Island. The change was agreed to by members. In addition to the Constitutional Committee mention is made of several other committees: the Poor Relief Committee chaired by Mr. Glynford P. Allen; a Publicity Committee chaired by Mrs. June Heisler and a Personnel and Standards Committee.

The survey on Employment and Personnel Standards was completed. Miss Greenhill, Mrs. Doyle and Miss Freeman reported that 98 questionnaires had been sent to members of the Branch and had elicited a 53% response overall. The survey found that only 40% of the respondents had a private office. This was considered a problem in terms of conducting interviews and maintaining privacy and confidentiality. Only 2% of respondents had weekly supervision. Other concerns were job security for public employees, the obtainment of accident insurance for staff of both public and private agencies and a need for compensation for overtime work.

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40 There is a discrepancy in the year the Branch was formed between Maines and the Archives of MSSW at the Killam Library, Folder 238.7

41 National Archives. Ibid.

It is interesting to note that one of the problems raised by the Publicity Committee was that of civil servants who were also members of the Branch being asked to take a stand on government policy related to their own government. From the earliest days of the Association this obviously was and has continued to be an issue and ethical dilemma for members who are government employees. Later in this document we shall address the relationship between government and the Association as it has existed throughout the years.

The file for 1949 also revealed that in 1946-47 the Personnel and Standards Committee had undertaken a survey to determine the prevailing social work salaries in Nova Scotia and compare them with those paid in other provinces. The annual salaries for social workers in Nova Scotia reported for 1946-47 were: Group I - \$1,300 - \$1,500 plus a cost of living allowance; Group II - \$1,600 - \$1,900 plus cost of living allowance and Group III - \$2,000 - \$2,400. It would be another few decades before there would be any significant increase in salaries and that would occur first in the public sector.

Safe to say 1949 was a very busy year with a myriad of concerns and issues, other than those already mentioned, being addressed by the Branch. Members were active on a Survey of the Chronically Ill in the City of Halifax; five members volunteered to form a sub-committee of the National Advisory Committee on the Survey of Public Health Facilities and looked into obtaining representation on the Advisory Committee itself. There was discussion of the wisdom and possibility of the Branch requesting representation on the Executive Committee of the MSSW (which was thought not to be a good idea), amendments to the Constitution were examined, as well as the possibility of the deduction of CASW fees from income tax. The Branch representative to the Council of Women, Lillian Romkey, reported that at the Annual Meeting of the Provincial Council of Women a motion had been passed to support Mothers' Allowance being paid to wives and families of prisoners. As a member of that group the Mainland Branch of CASW undertook to study the request.

In August 1949 Elizabeth Torrey was appointed by the Executive as Chair of the Committee on Poor Relief so the work on this major issue continued. It was thought in this regard that a joint meeting should be held with the Cape Breton Branch of CASW with the goal of undertaking the study of poor relief reform jointly. In addition, the results of the Personnel and Standards Survey had been circulated to members and agencies received a favorable response. The need for publicity for the Branch, ways to increase the membership and attendance at meetings all continued to be concerns and would be discussed at this and many meetings to follow in the years ahead.

In September of 1949 there was a joint meeting of the Nova Scotia Mainland Branch of CASW and the Cape Breton Branch along with the branches from New Brunswick and Prince Edward Island. F.R. MacKinnon represented the Mainland Branch and Jane Wisdom represented the Cape Breton Branch. The discussion centered on the common problems all branches were experiencing such as the eligibility for membership related to the experience only clause. It was suggested that CASW be asked to delete that clause in the Constitution by 1952. Another matter of concern was the need to find ways to interpret social work to the community and enhance the image of the profession.

The Mainland Branch also hosted some notable visitors and speakers in 1949. In May of that year Sue Spencer, Secretary of the American Association of Social Workers was a special guest along with a Miss Barnett who was a caseworker with a Family and Child Welfare Agency in Connecticut. Later in the year Mr. E. R. McEwan, Secretary to the Division of the Canadian Welfare Council spoke to Branch members about the recreation movement in Canada and some of the difficulties being experienced in the recreation field.

At the Annual Meeting of the Mainland Branch in 1949 Major Lovett became President and Beatrice Crosby became Vice President. At that point the Branch had forty-three members. The annual membership fee for the

Mainland Branch was \$9.00 for an active member.

As the 1940s came to a close social work in Nova Scotia was gaining strength as were the two professional branches of CASW. In the next few decades the professional association would become a cohesive entity and would work forcefully to bring about major changes both within the profession and in the welfare/social service sector in general.

### **THE DECADE OF THE FIFTIES – The Transformation Continues**

The decade of the 1950s was one not only of growth but of introspection and soul searching for both the national and provincial levels of the social work profession. The focus for the national organization during this decade was centered on building and strengthening the professional status and organizational roots of social work in Canada. It is not surprising, therefore, to find that during the 1950s two major concerns/issues from earlier decades re-emerged stronger than ever at CASW: regulation of the profession and the structural underpinnings of the organization. Early in the fifties CASW recognized that Regulation could not be achieved without restructuring and the establishment of provincial legal entities or social work organizations which would be allied with CASW so, work began toward that end.

Prior to the formation of NSASW, there were years of discussion and studies by the members of CASW regarding the development of provincial organizations. Progress varied by province with some being more ready than others to discuss and proceed with a provincial organization of social workers. By 1957, however, the matter was once again in the forefront. That year a Delegate Conference of all CASW Branches was held in Ottawa where a statement on the “Implications of Provincial Organization” was discussed. Delegates at that conference agreed that CASW would consider only one organization from any one province; the aims and purposes of the provincial entity must be of a professional nature, the organization must have a preponderance of support of the CASW membership in that province and its leadership must strive to increase CASW membership within the province.

In reference to the matter of regulation, the CASW had been talking about and examining various options for several decades. In 1944 the organization had formed a committee on licensure and at various times had discussed that as well as other methods of regulation of the social work profession. In 1957 a National Committee on Licensing and Regulation put forward a recommendation that licensing should be recognized as a goal of the profession. For many licensure was the method of preference but the reality of the situation was that members were divided on the issue and it was thought that few, if any, provincial legislatures would approve licensing of the profession. At this point in time social work had still not gained sufficient stature as a profession to garner the support needed to bring about licensure.

In 1953 the Biennial and first National Board Meeting was held and Sister Mary Clare, a member of the Nova Scotia Mainland Branch, was elected as one of the Vice-President’s of CASW. Sister Mary Clare in her report to the Mainland Branch in June, 1955 mentioned that she had attended the first Delegate Conference of the Canadian Association of Social Workers held in Ottawa on September 23, 1954. The Conference was attended by 19 official delegates from 23 branches. Reports from the Conference indicate that one of the reports focused on and discussed was that of the Program Evaluation and Planning Committee which studied the aims and purposes of CASW, lines of communication with branches and ways of financing proposed changes to the national organization.

In addition to program planning and evaluation, unemployment throughout the Dominion was a major concern

and an issue on which the national organization was keeping a watchful eye. A letter had been written to the Prime Minister, the Honourable Louis St. Laurent, expressing CASW's thoughts on the situation. Ethics related to confidentiality was also an item of discussion and the Nova Scotia Mainland Branch had been asked to prepare a report on Ethics for the CASW. The Report was well received by the national organization.

Although there were always local concerns and issues, much of the work of the branches of CASW mirrored what went on at the national level. This was no different for the branches in Nova Scotia during the 1950s. So, as the records show, the concerns of CASW garnered a great deal of discussion amongst the members in the Cape Breton and Mainland branches of CASW. Most of the records we were able to find related to the Mainland Branch but by reviewing minutes of CASW Board Meetings where the representatives from the two provincial branches of CASW reported on the work at the local level and minutes from local meetings, we have been able to ferret out the other major concerns of both of the Nova Scotia branches. At times both branches cooperated working on issues and items of mutual concern.

As the 1950s began the President of the Mainland Branch of CASW was Major Lovett. Lillian Romkey was the Branch representative to the CASW Board. There were several active committees in the Mainland Branch – Publicity, Membership, Personnel Standards. We also know the Branch had \$23.14 on hand and agreed this was enough to open a Bank account. The President of the Cape Breton Branch of CASW was Donald Colter.

Focus of the Branch at this time, as it would be throughout most of the 1950s, was on a Study of Nova Scotia's Poor Relief Laws and Regulations. Throughout the 1940's the members had pushed to have the legislation changed and at the first Mainland Branch meeting in the fifties (January 18, 1950) they were still pursuing reform. The Study which had been conducted recommended the abolition of the Poor Relief Act and the development of new modern legislation which would define a minimum standard of relief, place supervision of the Act at the provincial level and revise the definition of "settlement" and "residence". This would be a major concern of both branches on which members would expend a great deal of energy throughout the early, mid and late fifties until the law was changed. There was also discussion about holding a meeting on the topic with the members of the Cape Breton Branch of CASW to seek the Branch's agreement to undertake the study cooperatively.

Representatives of the Mainland Branch met with the Honourable R. Fielding, Minister of Municipal Affairs and John Dickie, MP for Halifax County in an effort to push the reform of the Poor Relief Act further ahead. At the meeting they discussed the need for reform and the existing attitude of the community toward the poor. The Minister suggested the Branch meet with the Union of Nova Scotia Municipalities to discuss its concerns. Such a meeting would be held later in 1950.

Also in 1950 the Branch put forward Francis Montgomery's name for President of the CASW Board and named Fred MacKinnon as the Branch's representative to the Board. Francis who was already a member of the CASW Board spoke about the need to recruit individuals to the social work profession. In Nova Scotia at that time the Maritime School of Social Work was doing most of the recruitment through its application process for prospective students and Francis felt the Branch should not rely solely on that process but should undertake its own more concentrated effort of recruitment.

When the Annual Meeting of the Mainland Branch was held on June 28, 1950<sup>42</sup> the Minutes show that Elizabeth Torrey was President; W.G. Phillips was 1<sup>st</sup>. Vice President; George Hart was 2<sup>nd</sup> Vice President; Pauline

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42 National Archives files contained a copy of the officers of the Nova Scotia Mainland Branch and Committee Chairs for June, 1950, as well as a digital photo. See Appendices.

MacDonald, Secretary; Charlotte Studd, Assistant Secretary; and, Aileen M. Day, Treasurer. At this point the membership of the Branch numbered forty-seven. Major Lovett who was the outgoing President of the Branch spoke of the need to develop higher professional standards for the social work.

As 1950 continued the Branch met with the Union of Nova Scotia Municipalities regarding reform of the Poor Relief Act. Following that meeting the Branch pursued a joint meeting with the Cape Breton Branch on the matter. Other concerns emerged such as the need to educate the public about social work. To this end the Branch undertook the development of a roster of social workers willing to speak to community groups and organizations about the social work profession. A Report on Provincial Municipal Relations in Nova Scotia had been released and it was suggested that the Cape Breton Branch be approached to undertake a joint review of the Report. European immigration to Canada was also a concern in relation to the waiting time for immigration to Canada after an individual's tuberculosis was cured. The Branch asked the CASW to set up a committee to study the matter.

When the Branch began its work early in 1951 Joy Maines who was the Executive Secretary of CASW paid a visit with the objective of bringing members up to date with what was happening at the national level. At the meeting Francis Montgomery brought up the issue of funding for provincial branch representatives to attend Board and committee meetings of CASW. Provincial branches of CASW had sparse funds and needed assistance from national to fund the trips. This issue was one which would re-emerge time and again throughout the 1950's.

The year 1951 also saw discussion and approval (April 8, 1951) of the Report of the Halifax Welfare Council on salary standards. It is interesting to note that an old chestnut discussed in the 1940's was again brought to the forefront. It was clearly stated in the Report that there should be no discrimination between the salaries paid to men and those paid to women. The role of psychiatric social workers, licensing and regulation, the need to address the CASW Constitution to prevent an imbalance in the composition in numbers from one Agency on the National Board, and methods of getting more social work students to join the CASW branches were all items on the agenda of Mainland Branch meetings.

At the May 16, 1951 Mainland Branch meeting it was noted that Isabel McLellan was the Branch representative on the Provincial Council of Women.<sup>43</sup> Ms McLellan reported on the Council's activities and brought forward a request from the Council for the support of the CASW Mainland Branch to have Mothers' Allowance paid to the wives and families of prisoners. In response to the request the Branch formed a committee to study the matter. In the end it would lend its support to the Council of Women.

At the same meeting students from the Maritime School of Social Work sought the Branch's support of a resolution recommending that \$175.00 be the minimum monthly salary offered to social workers who had completed at least one year of academic studies and supervised field work training. Of course, the Branch supported the recommendation.

On June 13, 1951 the Mainland Branch held its Annual Meeting with Elizabeth Torrey, the President, presiding. The CASW Mainland Branch representative at the time was Francis Montgomery. The total Branch membership was reported as being forty-nine. Notable amongst the items discussed was the pending abolition on June 1, 1952 by CASW of the five year experience clause for membership. The clause would be replaced

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43 The Council was one of the powerful women's organizations consisting of a federation of women's organizations and other agencies with the objective of enhancing women's status in society. Since its founding in Halifax in 1894 it had become recognized by the political establishment as a voice for women's concerns and issues. Such a wide ranging alliance of women's groups was a powerful entity for activism and influence on social and political issues.

by one stating that non-degree applicants for membership who successfully completed one year of social work training would be granted a credit of three years experience.

On another level, it was also in 1951 that the provincial Illegitimate Children's Act was abolished and replaced with the Unmarried Parents' Act. This is of note because of the work devoted to the change not only by all members but in particular by Sister Mary Clare, a long-time very active member of the Mainland Branch of CASW and of the national organization itself.

Another notable event during this period was the signing of affiliation agreements between the Maritime School of Social Work and Acadia and Mount Allison Universities. These agreements were historic events in that these universities would award the first social work degrees given by any university in the Maritimes.

During 1952 many of the issues and concerns already mentioned were again being discussed and acted upon by the CASW branches. In the Mainland Branch the following members were elected to the Executive:<sup>44</sup> President – Sister Mary Clare; 1<sup>st</sup>. Vice President – L.T. Hancock; 2<sup>nd</sup> Vice-President – Joe Grandy; Secretary – Florence Mielke; Corresponding Secretary – Beatrice Crosby; Treasurer – Joan Walker; Branch representative to CASW – Francis Montgomery; Chair Membership Committee – Jessie Lawrence; Chair Publicity – Andrew Crook; Chair Program Committee – Jean MacArthur; Chair Licensing Committee – Margaret Doolan; Chair Employment and Personnel Standards – W.G. Phillips.<sup>45</sup> This extensive list provides some idea of the breath of the branch's concerns and activities for the year. 1952 was also a year of note in that one of the first graduates of the Maritime School of Social Work, Leonard Hatfield, was appointed Assistant Field Secretary of the Department of Social Services for the Church of England in Canada.

An early concern of the Mainland Branch, expressed at a CASW National Board Meeting in 1953 by the Mainland Branch representative, Frances Montgomery, was private practice in relation to the regulation of the profession. The issue was that there were a high number (exact number was undefined) of social workers in private practice and there were no regulations in place for the protection of the public. CASW, as it would do so over the next several years, was requested to include this concern in its examination of the regulation of the profession.

It was also in 1953 that the Maritime School of Social Work signed an affiliation agreement with St. Mary's University adding another Maritime university to those granting social work degrees to students of the Maritime School of Social Work. That same year Justice Hall a devoted social activist and a great supporter of the Maritime School of Social Work who had been Chair of the Board of Trustees since 1942 retired from the Board due to ill health.<sup>46</sup> This was a loss not only for the School but for the social work community. Justice Hall had served as Chair for ten years and was a stalwart supporter of social work and social work education. It is an interesting aside to note that his son-in-law, Robert L. Stanfield, who years later would become the Premier of Nova Scotia, would continue to champion the cause of social welfare and social justice.

The Annual Report of the Mainland Branch<sup>47</sup> for 1953-54 states that the Branch met 8 times during the year with an average attendance of 37 members at each meeting. The total membership of the Branch was 77 so attendance was considered to be very good. Records also show that valiant efforts were made by Joy Maines,

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44 Taken from a July 14, 1952 letter from Florence Mielke, Secretary of the Mainland Branch to Joy Maines, Executive Secretary of CASW

45 National Archives of Canada. File #19, Nova Scotia Mainland Branch Officers 1952-54 – Appendix

46 Justice Hall passed away in 1958. A copy of his obituary can be found in the MSSW collection at the Killam Archives of Dalhousie University.

47 National Archives of Canada, File # 19, Nova Scotia Mainland Branch

Sister Mary Clare, Florence Mielke and Francis Montgomery to keep the lines of communication open between the Branch and the National organization. The nature and level of the communications indicate great respect for each other.

In these early years concern continued to be expressed about recruitment of new members for the branch, salary scales for social workers, finding ways to interest members in attending meetings by developing programs that would gain their interest and attention, obtaining financial assistance from CASW for the Branch representative to attend national Board Meetings, and filling existing vacancies on the Executive. There was continuing interest in social work education and a May 8, 1954 letter from Sister Mary Clare, President of the Mainland Branch, to CASW describes the success of a workshop held on the topic.<sup>48</sup> Nova Scotia was also engaged in the debate/discussion about licensure, regulation and restructuring. Early on in the process it was thought by the Nova Scotia branches that licensing would be the best option but this would change in the mid fifties as regulation without licensing became a more realistic option.

By the mid fifties membership in both CASW and the provincial branches had grown. In Minutes of a 1954 Board Meeting of CASW it is noted that the total membership across Canada was 1,943 (Oct., 1954). In Nova Scotia the Mainland Branch had 79 members and the Cape Breton Branch had 16 members. Of the 1,120 graduate social workers in CASW 58% had MSW degrees. Remembering that at this time there was no NSASW and joining CASW was not obligatory for social workers, the numbers probably do not reflect the true number of social workers in existence across the country or in Nova Scotia. It was also in 1954 that CASW made a firm decision to pursue regulation of the profession rather than licensure and to try to obtain Dominion Incorporation for the organization. This latter work would allow for the development of the structural change which would lead to provincial organization of the social work profession.

Copies of the Membership list for the Mainland Branch for June, 1952, a list of the Mainland Branch officers for 1952-53 were obtained from the National Archives along with a letter to Joy Maines, Executive Secretary of CASW, dated May 13, 1954 from Charlotte Ferguson, Chair of the Nominating Committee for the Mainland Branch setting out the new slate of officers of the Mainland Branch for the Biennial period. Similar letters were also written to Joy Maines on September 23 and November 17, 1954 and a membership list for the Mainland Branch obtained for November, 1955 along with a list of Executive Members for 1956-58. For the reader's interest facsimiles of these lists and letters can be found in Appendix 10.

From 1954-56<sup>49</sup> the Executive members of the Mainland Branch were the following: President – L.T. Hancock; Membership – Tom Blue; Publication- Andrew Crook; Program, Evaluation and Planning – Frances Montgomery; Ethics – Sister John Elizabeth; Service Standards in Group Work – Pauline MacDonald; and, Constitution – Isobel MacLellan. The Branch representative to CASW was Sister Mary Clare who was also the Vice President of the Branch. It was also noted that Fred MacKinnon was the Recruitment Committee Chair for the CASW Board.

Also of note in 1954-56 at Mainland Branch meetings was discussion about the development of a newsletter to keep members informed of the Branch's activities. This idea was first discussed and endorsed at a November 17 meeting by the 48 members present. However, nothing seemed to occur following that meeting and the issue was not raised again until a February 15, 1956 meeting. At that time, Andrew Crook, Chair of the Public Relations Committee suggested that a newsletter should be established to further communications with members. The members present at the meeting agreed to study the matter further. Finally, at a March 7, 1956

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48 National Archives of Canada, File #18, Nova Scotia Mainland Branch

49 National Archives of Canada. Vol.#33. File #1

Executive Meeting, Mr. Crook informed the Executive that a newsletter would be sent to the membership with a notice of the March meeting of the Branch.

1954 was the year in which CASW held a conference in Ottawa. Reports from the Conference show that one of the items focused on at the meeting was the Report of the national Program Evaluation and Planning Committee. The Report covered topics such as the aims and purposes of CASW, lines of communication with branches and ways of financing proposed changes.

Although regulation and restructuring would occupy considerable thought, time and attention from 1950 to 1955 other concerns also emerged or continued to be reiterated. At the national and provincial levels the struggle to change the public's perception of social work continued with emphasis on garnering publicity which would enhance the understanding of the profession. This would become an item almost continuously on the agenda for social work as a profession throughout the fifties and the decades to come. Ethics was another concern and was studied at both the national and provincial branch levels with the focus on ensuring social workers were adhering to sound professional practices particularly in the area of confidentiality. The Mainland Branch which had undertaken a review of the Code of Ethics, contributed an article on its findings to the June, 1955 issue of the Social Worker. It was also in 1955 that another Maritime University, King's College, signed an affiliation agreement with the Maritime School of Social Work.

In 1955 a meeting of the four Atlantic branches of CASW was held in Halifax prior to the opening of the Maritime Conference on Social Work. Sister Mary Clare Chaired the Conference which was attended by 50 members. Focus for discussion during the Conference was on licensing or "legal regulation", provincial organization, membership recruitment and closer regional participation of the Atlantic branches of CASW.

One of the few records found of the Cape Breton Branch were the Minutes of the Branch's May 10, 1956 Meeting. The meeting was called to discuss possible topics and make suggestions for the 1957 Atlantic Conference in Social Work. Peter MacDonald was the President of the Branch and Bernice Boudreau the Secretary. The topics suggested indicate some of the major concerns of the Branch: social assistance, psychiatric services, juvenile delinquency, how to use volunteers, the needs of children in institutions, sociological changes in family living, influence of religion on mental health, social welfare as a partner in human welfare, the rehabilitation of unmarried mothers, the illegitimate child in our society, the unadoptable child and rehabilitation and unemployment.

Along with the Cape Breton Branch, the Mainland Branch undertook a study of a report on Municipal and Provincial Relations for the Government of Nova Scotia and continued its study of the Poor Relief Act. With regard to the latter a Nucleus Committee had been established and three sub-committees formed: public assistance, child welfare and corrections. Obviously, the Nova Scotia branches of CASW along with community agencies and charitable groups were continuing to wage a vigorous campaign to end the Poor Law.

The Biennial Report for 1956-58 presented by Mary MacLeod, President of the Mainland Branch at a February 2, 1960 meeting states that members of the Branch appeared before the Private and Local Bills Committee of the Legislature in February, 1957 urging the continuation of the 1954 amendments to the Poor Relief Act. It noted as well that the Branch planned to appear before the Legislature in support of the Public Assistance Act. Branch members had also offered services to Hungarian Immigrants in 1957 and 1958. Lawrence Hancock, the Branch Representative to CASW spoke about the trend to establish one provincial organization representing all members in a province. Lillian Romkey Chair of the Membership Committee reported that there were 72 members in the Mainland Branch. Sister Mary Clare, Chair of the Program Committee, reported that the focus of the committee was on the implications of provincial organization to members, branches and the

national organization. Files from the National Archives <sup>50</sup>show that from 1958-60 there was a change in Branch Presidents. Sister Mary Clare became President of the Mainland Branch and Sister M. Alexandria, President of the Cape Breton Branch.

Other topics and issues also occupied some of the time of the members of the branches. The social work community, as already mentioned, was small in Nova Scotia and social workers employed in social agencies or for the Department of Public Welfare were often involved in the Maritime School of Social Work so issues and concerns related to the School were discussed and mulled over at CASW branch meetings.

Some of the connections can be readily seen when you examine the founders of the School and particularly Fred MacKinnon's career. He helped found the CASW Mainland Branch and continued to be involved for many years. He was also instrumental in establishing the School, was Registrar for a number of years, served on the Board filling practically every position over the years, lectured at the School throughout his career and served on the Advisory Committee until near the end of his life. He did this while he served in various positions with the Department of Public Welfare ending his tenure with the Department in 1980 as Deputy Minister but, continuing his interest in and service to the MSSW through his stint from 1980 to 1995 as Director of the Nova Scotia Senior Citizens' Secretariat. Retiring from that position at the age of 83, he continued to serve on the Advisory Board for another several years.



Lawrence Hancock who was the first full-time Director of the Maritime School of Social Work (1948-1973) came to that position after being employed for ten years by the Department of Public Welfare. He was a very active member of the CASW Mainland Branch serving on the executive and as President. With the formation of NSASW, he maintained his interest and involvement.

So, what were the concerns of the Maritime School of Social Work in the 1950's? As we have already seen a major concern was establishing affiliation with universities so graduates of the MSSW could receive social work degrees from a recognized university. In 1950 affiliation agreements were signed with Acadia, Mount Allison and Saint Francis Xavier universities but others were reluctant to sign. It took until 1954 before the University of Kings College and St. Mary's University would be included in the affiliation agreements.

On the heels of the affiliation agreements came discussion of the need to attain accreditation. This discussion was stimulated by an examination of the relevance of formal social work education to the field of practice and the expectations of society. There appeared to be a need to define the objectives and content of all levels of social work education and accreditation was viewed as a way to do this. In order to achieve this objective the School would need to come under the umbrella of one university. At the time this seemed an impossible task with each of the universities, including Dalhousie, reluctant to take on the responsibility for the School and the added financial burden that would come with such a move. The accreditation debate and related matters would go on for the next few decades.

Finances were a never ending source of discussion and worry. The School had started on a shoestring and was

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<sup>50</sup> National Archives of Canada. File # 20, Vol. 37, file 8

dependent on grants from the provincial governments, National Health and Welfare, Mental Health grants, the largesse of the universities it was affiliated with and money from tuition fees to keep it going. This changed for the better in 1954 when A. John Ellis, a regional supervisor of the Bank of Montreal became Chair of the Finance Committee. He undertook an ambitious and successful campaign to raise money for the School and ease the financial strain. It was so successful that in 1956 when the University of Kings College which had provided a home for the School for several years gave notice that it required the space occupied by the School, the Board was able to look for a permanent base for the School. Eventually it purchased a property at 150 Coburg Road. The building which opened in 1959 housed the administrative office of the MSSW until 2011 when it moved to a new building which is part of Dalhousie University at 1495 LeMarchant Street.



A social work degree was not a requirement for employment in social agencies and institutions and, in fact, most employees were untrained. The Maritime School of Social Work along with many employers was concerned about this lack of training so the MSSW worked cooperatively with employers and others to establish much needed staff training programs throughout the 1950s. One such course was instigated by Sister Francis Assisi, President of Mount St. Vincent University and a Board member of MSSW. A cooperative effort of the University, the Mainland Branch of CASW and the Maritime School

of Social Work and the respective employers culminated in the development and provision of a training course attended by 45 staff from institutions in Quebec, New Brunswick, Nova Scotia and Prince Edward Island.

Changes of some import were also occurring at the provincial level in the 1950s. In 1955 the Department of Public Welfare became a separate entity from the Department of Health. It would continue, however, to have two deputy heads until 1959 when the structure was changed. On April 1 of that year Fred MacKinnon was appointed deputy minister. Fred was an intelligent, well respected bureaucrat, a great orator and a man with a vision of social welfare for the future. He knew how to maneuver and gain the support not only of fellow senior bureaucrats in other departments as well as his own but, more importantly that of the politicians and community agencies, organizations and religious organizations. After all this was the man who had initiated joint service agreement with Children's Aid Societies in the 1940's which would allow more money to be put into the development of the child welfare system, offer a savings on administration and management by sharing personnel with government and enable growth in a faltering and money strapped system. As opportunities presented themselves over the next few decades he would again seize them to bring about major changes in the social welfare system in Nova Scotia.

Back to 1956 and one of the most significant events for social welfare in Nova Scotia. It was that year that all the lobbying for change of the Poor Law came to fruition when the Social Assistance Act was passed by the Legislature. Alas, however, the new law would not come into effect for another two years. There were problems with both the funding for the changes necessary to implement the Act and the public and political support to move forward. The money or lack thereof was a key reason for the reluctance and a major obstacle to overcome.

The story of that two year period until the actual abolition of the Poor Law was told by Fred MacKinnon in Reflections 55 Years in Public Service in Nova Scotia.<sup>51</sup> Put succinctly, the Federal Unemployment Assistance Act of 1956 became the catalyst for change but, not until an amendment was made to the Act in 1957 did cost sharing of public assistance become available to the Province of Nova Scotia.

<sup>51</sup> MacKinnon, Ibid. pgs 66-72.

## Moving Forward

During the very early years of the development of a professional social work association in Nova Scotia and the development of social welfare emphasis was on the practical, getting the job done, bringing about change, establishing a School of Social Work and dealing with the issues that are inherent in establishing and growing a professional organization, gaining public support and respect for the profession of social work. Casework, group work, medical and psychiatric social work, community development or organization were all basically well rooted as part of the persona of the social work profession by the end of the 1950's. The emergence of and emphasis on clinical social work had not yet become entrenched as a major part of the practice of the social work profession such as it would in the years ahead.

As the decade of the 1950s closed the social work profession was well established in Nova Scotia. The Poor Law was gone, public welfare at the provincial and municipal levels was expanding as was the private sector, particularly in the area of child welfare. By this time the Maritime School of Social Work had graduated sixteen classes of social workers, most of who were from Nova Scotia. A new era was dawning and there was an ever growing demand for professionally trained social workers.

The CASW structure was changing and moving closer to an alliance of provincial social work organizations as the basis for its national organization. The change in organizational structure at the national level would set the tone for major change in Nova Scotia as the branches would move in the 1960s to become one cohesive Association for Social Workers.

As Shirley Tillotson writes in her chapter "Democracy, Dollars and the Children's Aid Society: The Eclipse of Gwendolen Lantz"<sup>52</sup>, "The 1950's are quite rightly seen as a period of social conservatism coloured by Canadians' passion for normal life after decades of war and hard times. ... For welfare work, whether private social work or publicly funded welfare programs, a return to normal at the end of the war was unthinkable." The change that began in the 1940s continued throughout the 1950s. What was normal in the early forties became the possibilities after the war and into the fifties. Post war programs not only stimulated but forced change and new ways of thinking about the types of services needed and the way those services would be delivered.

The growth of the profession of social work in Nova Scotia, the formation of one cohesive provincial association of social workers and the many changes in the general welfare sector in the 1960s would exceed the pace of change in the prior decades. As the 1950s ended the scene was set for all that would come in the next decade.

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52 Tillotson, Shirley. "Democracy, Dollars, and the Children's Aid Society: The Eclipse of Gwendolen Lantz" pgs. 76-109 writing in Fingard, Judith and Janet Guilford editors, *Mothers of the Municipality Women, Work, and Social Policy in Post-1945 Halifax*. Toronto:University of Toronto Press, 2005

## Chapter - 2

### NSASW: The Transition Years (1960's)

The years 1960-65 were particularly significant. These were the transition years from the organization as a branch of the national body in 1944 to an independent association under provincial legislation in 1963. This transition required important issues to be resolved such as: the relationship with the Canadian Association of Social Workers (CASW); eligibility for membership; payment of fees; working out written agreements between CASW and the NSASW; and promoting the identity of the NSASW. These discussions eventually lead to the passage of the social work legislation in 1963 and continued on immediately following the formation of the Association. Like any new legislation, putting it into practice meant making many adjustments and arriving at new understandings.

Also during this period, the CASW itself was undergoing a transformation. Up to this period the CASW was the only organization available for social workers to identify with as professionals. It being a national organization meant that it was located at a great distance from its membership base and had developed a system of “branches” throughout the country. Some provinces had one branch and others had more than one. By 1961 there were 21 branches in the country with a total of 2,540 members - 103 from the NS Mainland Branch plus 21 from the Cape Breton Branch<sup>1</sup>. As the membership grew in each province the need to form independent provincial associations took root, which meant that the CASW had to change in order to appropriately represent the profession nationally.

**Provincial organizations** - One of the problems being discussed was the current categories of membership in CASW. What would be the membership criteria in CASW if there were provincial associations? Would members continue to be members of CASW as they were in branches, or would they become members of their provincial association? In either case which organization would get the membership fees? This was a critical question since fees were the only funds available to permit the organization to function.

“A Manual for the Guidance of (CASW) Branch Officers and Committees”<sup>2</sup>, revised in 1960 stated three ways that a person was eligible for membership in CASW: a) a person who successfully completed one year of professional social work education in a recognized school of social work in Canada or the USA; b) any person enrolled as a full-time student in a recognized school of social work is eligible for student membership; and c) those under exceptional circumstances who do not have the social work training or those who received their training in the UK or other countries.

The concern seemed to be that these membership criteria would need to change if provincial associations wanted to have different criteria and still have membership in the national organization. Of course, the introduction of provincial associations also raised the problem of regulation and who would be regulated. The “exceptional circumstances” category for CASW meant that this would be difficult to regulate in a consistent way across the country. This was not a problem when there was a single national association where membership criteria were centrally established. The CASW would be faced with differing criteria for each province making it difficult for provincial members to travel and qualify for work in other provinces. Without national membership criteria, social workers would need to be aware of differing provincial criteria and repeatedly re-qualify for a license to work in a provincially regulated regime. The CASW Board was fully aware of the problems that were coming to light and were determined to resolve them.

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1 Minutes and Reports from CASW Board Meetings and Minutes of the CASW Mainland Branch, CASW Membership Committee statistics dated May 8, 1961. Location: NSASW Archives, box labeled: “Old CASW Files”.

2 A Manual for the Guidance of (CASW) Branch Officers and Committees, revised in 1960 mentioned in the Minutes of the CASW Board meeting of September 23, 1960. Location: NSASW Archives, box labeled: “Old CASW Files”

**The CASW Structure Committee** - The minutes of the CASW Board meeting of September 23, 1960 mentioned that a “Structure Committee” had been set up during the 1958-60 period with the purpose of ... “studying and recommending the most appropriate structure and functions for CASW to best serve the needs of our growing profession”<sup>3</sup>. The memo also mentioned that there were two existing provincial associations that were established at the time but unfortunately failed to mention which provinces they were. In February 1961, the CASW Board minutes revealed that the Structure Committee reported on a new role for the national association. There was discussion about whether the CASW should continue as membership organization with membership at the national level or should it become a federation of provincial associations. In a federation, staffing would be required; collection of fees would be provincial with per capita payment to national; and national branches would become branches of provincial associations. National’s role would continue in such areas as: standards of practice; ethics; personnel; national social action and relationships with national and international organizations<sup>4</sup>.

The CASW Board decided to arrange a Delegate Conference for June 16, 1961 that was attended by the presidents of 24 branches and existing provincial associations. The CASW Board met the next day to review the report of the Delegate Conference which outlined the following points concerning proposed revisions to the CASW constitution: (a) to continue with a membership organization rather than a federation of provincial associations with individual membership in the national association; (b) provincial associations may set a second category of membership; (c) all new CASW members must be members of both the CASW and their provincial association ( e.g., the Quebec corporation); and (d) that the national association should support and guide the movement in this new direction. Two prominent social workers from Nova Scotia had attended this meeting and assisted with the discussions: Sr. M. Crescentia from the Cape Breton Branch and Freda Vickery from the NS Mainland Branch along with Harvey MacArthur, CASW Board Representative for Nova Scotia.

Bruce McKenzie provided an analysis of the current structure and alternate proposals for changes to the national body<sup>5</sup>. In regard to provincial organization, he concluded that there were two basic reasons for needing a provincial organization: First, to conduct social action in provincial affairs; and second, regulation of practice which requires legal sanction as well as inclusion of all persons employed in the profession in order to regulate effectively.

A quick poll of those attending the Delegate Conference indicated: British Columbia, Manitoba, and Quebec were pursuing both a social action and regulation role. Alberta, Saskatchewan, Ontario, Nova Scotia, New Brunswick, PEI and Newfoundland were pursuing the social action and professional development role.

Mr. MacKenzie’s concluding analysis was: a) maintain the strong national association with active local branches to assist the provinces to organize provincial organizations and the movement toward federation; b) the membership question needs to be resolved quickly and the national organization needs to be flexible in accommodating provincial membership categories. Also, provincial organizations need to be able to include all practitioners in their provinces when they eventually federate with the national organization; c) the national office needs to actively support provincial incorporation with administrative help especially for smaller provincial associations when they decide to incorporate. It was not yet time to change the structure of CASW to a federation yet that would be the logical direction to go. The need for a strong national body was critical to support the transition from branches to provincial organizations.

It became clear that the CASW was supportive of the formation of provincial associations and expressed the desire to assist branches to initiate the process while at the same time being aware that the role of CASW would need to change as well. By the time the CASW Board Executive met on March 24, 1962, the Alberta

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3 Ibid.

4 Minutes of the CASW Board meeting of February 11, 1961. Location: NSASW Archives, box labeled: “Old CASW Files”.

5 Minutes of the CASW Board meeting of June 17, 1961. Location: NSASW Archives, box labeled: “Old CASW Files”.

Association of Social Workers had been formed and provincially incorporated with the consent of the two Alberta CASW Branches. Also, the Ontario Association of Social Workers had been formed with the consent of its CASW Branches and was in the process of being incorporated. Ontario members would become individual members of CASW.

By 1962 Nova Scotia was well underway towards developing its own legislation. An Incorporation Committee had been appointed with Joan Cummings and Doreen Gillen (Havey) as Co-chairs and Pauline MacDonald, Gerald Alton, and Ed Newell were members. The June 7, 1963 AGM<sup>6</sup> of the CASW Mainland Branch met at the Ralston Building, Halifax. Tom Blue was President and Margaret Gibson was Secretary. Also present were: Lawrence Hancock; Ed Newell; Sister John Elizabeth; A.C. Ashby; Stanley MacDonald; Joan Cummings; Doreen Gillen (Havey); Isabel MacLellan; Robert Doyle; Mr. Blue mentioned that there were approximately 100 members of the Mainland Branch at that time.

A brief summary of the process that led up to the Act being passed in the Legislature was given to the meeting. The Committee was formed in February 1962, studied other forms of incorporation, and reviewed other incorporation acts passed by the Nova Scotia legislature. In December 1962 the Minister of Public Welfare, W. S. Kennedy Jones, was asked if he would introduce an Act in the Legislature. A working draft was prepared and provided to a lawyer, W.J. MacInnes of MacInnes, Wilson, and Hollett. Professor Edward of the Dalhousie Law School provided a law student to draft legislation. In January 1963 a proposed Bill was presented to members of the Mainland and Cape Breton Branches of the CASW and both gave unanimous approval. The Honourable W.S. Kennedy Jones introduced the Bill as a private members Bill in February 1963. The legislation received Royal Assent on March 21, 1963.

Finally, on **October 30, 1963** the first official meeting of the Nova Scotia Association of Social Workers was held and the first officers of the association were appointed<sup>7</sup>. Tom Blue was President, Cameron MacDougall was Vice-President and Doreen Gillan was Secretary. In just over a year, members of the CASW Mainland Branch and a committee co-chaired by Joan Cummings and Doreen Gillen completed all the initial work of incorporation and had the legislation passed in the legislature. This was a remarkable feat when compared to the passage of the licensure legislation thirty years later.

It appears that the use of the initials, RSW, was considered to be of great importance in the recognition of social work as a legitimate profession. Tom Blue noted that the By-laws for the new NSASW had not been approved at that time but pointed out that the designation “RSW” could be used voluntarily on documents signed by members. He mentioned that using the “RSW” on documents would become mandatory when the By-laws were approved. By-law 30 - initially approved by the membership on May 6, 1965 states: “Every member in good standing of the Association shall use the title Registered Social Worker, or the initials R.S.W. on all documents and letters issued in the member’s capacity as a social worker”<sup>8</sup>

The First  
Annual General  
Meeting, May  
23, 1964

**The First Annual General Meeting of NSASW** - The first AGM was held in Antigonish, N.S. on May 23, 1964<sup>9</sup> where the business meeting was followed by a panel discussion with the topic: “NSASW – Its Role and Responsibilities”. The annual dues for an active member of NSASW were \$4.00 at that time.

**AGM Highlights:** During the 1964 Annual Meeting, the President, Mr. Tom Blue, mentioned that this was an historic meeting because members of the two CASW Branches were meeting as one

6 Minutes of the AGM of the CASW Mainland Branch on June 3, 1963. Location: NSARM (RG 72, vol. 3, file #2).

7 Minutes of the first Association meeting of October 30, 1963. Location: NSARM (RG 72, vol.3, file #2)

8 By-laws of the Nova Scotia Association of Social Workers. Location: NSASW Papers of Dr. MacKinnon.

9 Minutes of the First Annual General Meeting of the NSASW, May 23, 1964. Location: NSARM (RG 72, vol.3, file #2).

provincial association. He reported that the negotiations with the CASW were almost complete so that NSASW can become an organization member of the CASW federation. Mr. Blue went on to state: "Habit dies hard and I am afraid there is still a tendency to refer to CASW rather than NSASW when the latter is intended. There is still an area of confusion with respect to Branch meetings as opposed to Provincial Association meetings". Mr. Blue went on to clarify this by stating that this Annual General Meeting was not a joint meeting of the Cape Breton and Mainland Branches of CASW and he felt it necessary to further clarify the Council's role was ... "a group of officers and chairmen of committees elected to carry out the business of the Association".

Mr. Blue mentioned that much had been accomplished during the year and a number of events indicated that the new Association was being publicly recognized. Appointments had been made to a number of committees to work on the issues of the day such as: CASW Committees on aging, rehabilitation, automation, social work competence; a meeting with the Deputy Minister of Public Welfare regarding the recruitment of senior staff; supporting the establishment of a Family Court in Cape Breton; and participating on the Deputy Minister's Advisory Committee on Welfare Training and also on a panel presentation of the Canadian Public Health Association.

A major effort to address proposed legislation (by this relatively new NSASW) asked its members to support a private member's Bill-122 to amend the Canada Evidence Act to extend privileged communication between members of the public, clergy, doctors and also social workers. Members were provided with a list of MP's to contact and express their views on the Bill.

Two important notifications announced at the first AGM were that the long serving Executive Director of CASW, Joy Maines, had retired and her replacement was Florence Philpott. Also, Dr. Fred MacKinnon, Deputy Minister of Public Welfare, was recognized as a Life Member of the NSASW at the AGM. Sister Mary Clare read the citation and mentioned that Dr. MacKinnon was president of the CASW Mainland Branch in 1944.

The Second  
Annual General  
Meeting  
May 29, 1965

**The 2<sup>nd</sup> Annual General Meeting**<sup>10</sup> was held on May 29, 1965 in Antigonish, NS. The Minutes and Reports indicated that Mr. T. M. Blue was President during the 1964-65 term.

**AGM Highlights:** The Nominating Committee report presented by Cameron MacDougall proposed the following members for the NSASW Council for the 1965-66 term: Past President – Tom Blue; President – D.H. Johnson; Vice-President – Sr. M. Anselm; Treasurer – Major Doris Routly; Membership – Gerald Alton; Program – Art Kyte; Standards of Practice – Pauline MacDonald; Public Relations – Robert Doyle; CASW Representative – Freda Vickery; Board of Examiners – Joan Cummings; L.T. Hancock; Fr. Colin Campbell.

It was soon evident that the transition from two branches of CASW to a fully independent provincial association was slow and marked with delays. Two years after the provincial legislation was passed in the Nova Scotia legislature, Mr. Blue mentioned that the CASW Mainland Branch and the Cape Breton Branch would soon become branches of the NSASW. Apparently there were delays due to NSASW being accepted for membership in CASW. Also, although By-laws had been formulated and were approved by the membership at a meeting called for that purpose on May 6, 1965 the provincial Cabinet had not approved them, as required by the legislation, so official elections could not be held for NSASW council positions.

<sup>10</sup> Minutes and reports of the 2<sup>nd</sup> AGM of the NSASW, May 29, 1965. Location: NSARM (RG 72, vol.15, file #7)

The Third Annual General Meeting May 2, 1966

**The 3<sup>rd</sup> Annual General Meeting**<sup>11</sup> held at the Nova Scotian Hotel in Halifax on May 2, 1966 reported that approximately 50 members were in attendance.

**AGM Highlights:** It was noted at this AGM that the Association’s first By-Laws, passed by the membership in May 1965 had been approved by the provincial Cabinet, a requirement of section 8 of the Act, and were printed and distributed to NSASW members. Two other significant events had occurred during the year: the appointment of an Executive Secretary and the publication of a newsletter.

The Association was growing and becoming recognized in the community as the official professional social work organization in the province. As of April 30, 1966 there were 122 paid up members. (There is a 1966 membership list in the file containing the minutes of the AGM)

	<u>May 1, 1966</u>	<u>May, 1965</u>
NSASW&CASW	85	80
Non-Practicing	15	13
NSASW only	12	11
NSASW Non-Resident	5	5
Student	5	1
Total	122	110

It is interesting to note that fifty members attended the AGM out of a total membership of 122 which translates into 40% of the membership compared to present day average attendance of 80 out of a total membership of 1600 or 5% of the membership attending. If the participation rate were the same as in the 1960’s then there would be 640 members attending the AGM today.

Even in 1966, three years after incorporation, the fee structure was a mixture of a NSASW+CASW fee or a separate NSASW fee. During the years immediately following incorporation, most members were still individual members of CASW and all members were given the choice of remaining as a CASW member or paying the NSASW only fee. Although CASW had formerly become a federation in 1973, the NSASW did not become a member until 1976 and the fee structure for CASW and provincial associations was not finalized until 1977. These factors contributed to the long delay in getting appropriate By-laws passed to have the two CASW Branches dissolved and their members recognized as NSASW members.

One important milestone reported at the 1966 AGM was the publication of the Association’s first newsletter. Although a copy of this first publication could not be located in any of the archives searched, the Chair of the Public Relations Committee mentioned it in detail in his annual report. The Chair, Robert Doyle, listed his Editorial Committee as: Wanda MacLean; Robert Haley; Mrs. D.C. Johnson and Sister M. Alexandria. Others who contributed to the publication were: Jan Drent, Executive Secretary; Tom Blue, Acting President; and Freda Vickery, CASW representative.

**Council positions approved** - Section 12 of the new By-laws spelled out the positions for election to the Council. Ms. Jean Morrison, Chair of the Nominating Committee presented the slate of persons nominated to the NSASW Council at the 1966 AGM:

- President – D.H. Johnson
- Vice President – Sister M. Anslem
- Secretary – Ms. Mary Lou Courtney

<sup>11</sup> Minutes of the 3<sup>rd</sup> NSASW AGM dated May 2, 1966. Location: NSASW Archives (Box labeled Papers of Dr. MacKinnon) Also, Killam Library, Dalhousie University Collection Number UA-22, Folder #426.8

Treasurer – Major Doris Routly  
Rep to CASW – Sister Thomas Marie  
Membership Committee – Ms. Rosemary Rippon  
Program Committee – Mr. Arthur Kyte  
Standards of Practice Committee – Ms. Winifred Milne  
Public Relations Committee – Mr. Robert Doyle

Sister Thomas Marie, Director of Catholic Family Services of Glace Bay, was appointed as a representative to CASW replacing Freda Vickery.

**The first Board of Examiners appointed** - The first Board of Examiners for Social Workers was appointed under section 11 of the Social Workers Act (1963) by the provincial Governor-in-Council for the years 1964 and 1965. Under section 11(2) of the Act, the Board consisted of a total of eight members, five of whom elected from members of the Association, and one each from representatives of the Nova Scotia Medical Society, the Nova Scotia Barrister's Society, and one from the general public. At the 1966 AGM, the five members of the Board elected from the membership of the Association and were:

A.C. Ashby – Chair, Admissions Committee  
Fr. Colin Campbell  
Ms. Mary Lou Clarke  
Ms. Doreen Gillen  
Mr. L.T. Hancock

The Fourth  
Annual General  
Meeting May  
26, 1967

**The 4th Annual General Meeting**<sup>12</sup> of the NSASW was held on May 26, 1967 in Halifax. There was a total of 132 members of the Association at that time. (CASW+NSASW – 99; NSASW only – 19; NSASW Non-Resident – 4; Life – 6; and Honorary – 4).

**AGM Highlights:** It was noted that Jane Wisdom, the first professionally trained social worker in the province, was present at the Annual Meeting and was a Life Member. Fred MacKinnon and Frances Montgomery were present and were also Life Members. Also, Jan Drent held the position of Executive Secretary of the Association for the year 1966 and was replaced by Doreen Havey.

The NSASW Council for 1967-68 was listed as follows: Past President – D.H. Johnson; President – Rev. Colin Campbell; Vice-President – Art Kyte; Secretary – Joan Gilroy; Treasurer – Conway Ellsworth; CASW Board Rep – Sr. Thomas Marie; Membership – Rosemary Rippon; Program – William Greatorex; Standards of Practice – Winifred Milne; and Public Relations – Jacqueline Sumarah. Mr. Harold Crowell was nominated as a member-at-large to the CASW Board of Directors.

**First Annual Report of the Board of Examiners** - The minutes from the Fourth Annual Meeting appears to indicate that this was the first annual meeting where the Board of Examiners made a report of its activities to the Association. Mr. A.C. Ashby who was secretary of the Board of Examiners and Chair of the Board's Admissions Committee made the Report. The main concern of members was the backlog of applications for membership, which was causing some complaints about the effective functioning of the Board. This concern was resolved during the year and the Board had made some administrative changes, which proved to be effective. The Board operated under regulations<sup>13</sup> approved by the Governor-in-Council dated December 11, 1963.

12 Minutes and Reports of the fourth NSASW Annual General Meeting, May 26, 1967. Location: NSARM (RG 72, vol.18, file #9). Second location: NSASW Archives (box labeled, Papers of Dr. MacKinnon)

13 Minutes of the Fourth NSASW AGM, May 26, 1967. Location: NSARM (RG 72, vol.18, file #9).

The Board of Examiners was established under section 11(1) of the Social Workers Act (1963) for the “examination of persons seeking to be registered as Registered Social Workers”. The Board’s responsibility was limited to examining the credentials of persons applying for registration. Several criteria were laid out in section (5)(2) of the Social Workers Act (1963) for the Board to follow when granting registration such as: persons with a Masters or Bachelors degree in Social Work or equivalent, or a diploma in social work from a graduate school of social work, members of the CASW prior to March 1, 1963, or a registered member of an association of social workers approved by the Board, or a person who has passed examinations prescribed by the Board and was approved by the Board to practice social work .

However, in matters of discipline, under the 1963 Act, the NSASW Council had the full responsibility for receiving complaints against members, holding a hearing and making a finding of guilt for misconduct, gross negligence, corruption or incompetence. The Council was given the duty of canceling, suspending or reinstating the registration of a member after due inquiry but all of which were subject to appeal to the county court.

The Fifth  
Annual General  
Meeting May  
27, 1968

**The 5<sup>th</sup> Annual General Meeting**<sup>14</sup> of the NSASW was in Amherst, NS and Fr. Colin Campbell was presiding. There were 166 members in the Association on May 24, 1968. Most (111) had dual membership in the NSASW & CASW; 39 held membership in the NSASW only and 16 were student members.

**AGM Highlights:** The Council members were: President – Rev. Colin Campbell; Past President – D.H. Johnson; Vice-President – Art Kyte; Secretary – Joan Gilroy; Treasurer – Lois Block; CASW Board Rep – Sr. Thomas Marie; Chair, Membership – Vivian Bright; Chair, Program – William Greatorex; Chair, standards of Practice – Carol Probert; Chair, Public Relations – Jacqueline Sumarah; and Executive Secretary – Doreen Havey.

Members elected to the Board of Examiners at the 1968 AGM were: R. W. Moore; Rev. Colin Campbell; Doreen Havey; Cameron MacDougall and Edward Mason.

Sr. Margaret Clare was presented with an Honourary membership in the NSASW at the AGM in recognition of her services in the field of social welfare.

An interesting proposal mentioned by the President in his annual report was the suggestion that there should be a Social Policy and Action Committee. Up to this point the Association had not formed this committee although various reviews and actions were initiated by members of the Council on such issues as: abortion; the status of Women; and the status of aboriginals. There appeared to be some hesitation with the President noting that to be successful the committee would need to rely on many individuals to study and research the issues. Several members would need to be assembled who had knowledge and interest in a variety of areas and producing creditable results could not be done without the cooperation of the membership. Nevertheless, a motion was approved at the AGM for Council to set up an “ad hoc” Social Action Committee to carry provincial responsibility in matters concerning social action.

**Activities of the CASW** - The provincial Representative to the CASW Board, Sr. Thomas Marie, reported in 1968 on the activities of the CASW and the preoccupation with structure and membership. Associated with this were the issues of competence of foreign-trained social workers and qualifications for practice by those who apply for membership; the general question of competence to practice as it relates to the identity of the profession; the proposed federated structure for the national organization and its relationship to the provincial associations; and the question of who speaks for the profession on contentious issues, the national body or the

14 Minutes of the Fifth AGM of the NSASW, May 27, 1968. Location: NSARM (RG 72, vol. 55, file #17)

provincial associations. These and others issues were under discussion at the national level. Mention was made that Harold Crowell was elected to the CASW Board as member-at-large.

**Cape Breton Branch Report** - Harvey MacEachern, President and Sr. Anne Aucoin, Secretary of the Branch provided a report from the Cape Breton Branch in 1968. There were approximately 22 members of the Branch and an average of half attended meetings during the year. Primarily occupied with speaking out on prevalent social problems in the area and bringing injustices to the attention to the public. A lack of treatment facilities for alcohol treatment, and a diagnostic and treatment centre for Cape Breton. A homemaker's assistants course was initiated at the vocational training centre. The members of the Branch spent time speaking at career conferences at local high schools and noted that high school students prefer to enroll in technical training rather than commit to the full professional social work education.

**The Mainland Branch Report** – H.E. Newell was the President of the Branch in 1968 and reported that the Branch had monthly meetings with an average of 25 members attending during the year. The Branch apparently had a formal structure with an Executive and committees that carried out the work during the year

The Sixth  
Annual General  
Meeting May  
24, 1969

**The NSASW 6<sup>th</sup> Annual Meeting**<sup>15</sup> held on May 24, 1969 with Rev. Colin Campbell presiding.

**AGM Highlights:** The incoming Council members for 1969-70 were: President – Robert Ruotolo; Past President – Rev. Colin Campbell; 1<sup>st</sup> Vice President – Rev. Vernon Boutilier; 2<sup>nd</sup> Vice President – Cameron MacDougall; Secretary – Carolyn Lock; Treasurer – Lois Block; CASW Rep – Ed Newell; Chair, membership – Vivian Bright; Chair, Program – Robert Haley; Chair, Standards of Practice – Carol Probert; Chair, Public Relations – Sidney Johnson; Chair, Social Action – Jessie Casey; Chair, Social Work Education – Harold Crowell; Chair, Nominating – Joan Gilroy.

Members of the Board of Examiners: Mary Lou Courtney – Chair; Rev. Colin Campbell; Cameron MacDougall; Edward Mason; Doreen Havey; Blair Colborne – Government appointment; Everett Smith – Appointed by Medical Society; Cyril Coughlan – Appointed by the Barrister's Society.

It was reported at the AGM that the NSASW had 115 joint CASW+NSASW members and 29 NSASW members.

**The Cape Breton Branch Report** - In his report, Branch President, Harvey MacEachern, mentioned that the Branch was involved with a review of the Finnis Report, which dealt with the amalgamation of several municipal units in Cape Breton. The Branch was interested in how amalgamation would affect social welfare and worked with the Cape Breton Welfare Workers Association on a study of the Report's proposals.

**The Mainland Branch Report** - The Branch President, William Greator, mentioned the work completed by the Branch Social Policy and Action Committee and how the committee coordinated the work of several interest groups who worked on the briefs and presentations. The model of coordinating the interest groups of interested members, who volunteered their time and energy to work on the issues, was seen as a model that could be applied to future approaches to social action.

Mr. Greator also mentioned that as a Branch President attending NSASW Council meetings was useful in improving the communication between the two bodies. Apparently, the two bodies did not have a mechanism for ongoing communication. He suggested that By-laws be amended to ensure that Branch Presidents be designated members of Council in the future.

<sup>15</sup> Minutes of the 6<sup>th</sup> Annual General Meeting of the NSASW dated May 24, 1969. Location: NSASW Documents and Reports. Also Location: NSASW Papers of Dr. MacKinnon

Mr. Greatorex also mentioned the minimal involvement of members in the Branch and expressed the concern that many eligible non-members were not joining the Association. The Branch was trying to encourage members to join by providing an interesting program at each monthly meeting in the hope that this would encourage them to join and become more involved in the work of the Association.

Another concern of the Branch at the time was the cost of the practice of mailing out the minutes of monthly meetings and also any briefs or submissions to all the Branch members. The Branch revenues could not continue to support this practice and it would need to discontinue or more funds would need to be made available to support the practice.

**CASW Representative Report** - The CASW Representative, Sr. Thomas Marie, indicated that Harold Crowell was elected as a member-at-large to the CASW Board of Directors. Sr. Thomas Marie reported on the work of the Board and the Delegate Conference, which included a study on competence funded by a grant from the Federal Department of National Health and Welfare. The study involved the organization of 6 workshops across Canada to get input from members on the issue. Work was also progressing toward the plan to change the structure of the CASW to a federation and was nearly completed.

Sr. Thomas Marie also mentioned that registration legislation had been achieved by British Columbia, Saskatchewan, Manitoba, New Brunswick, Quebec, and Nova Scotia. Alberta was expected to get legislation shortly. This left PEI and Newfoundland without regulatory legislation in 1969.

**Board of Examiners** - The report of the NSASW Board of Examiners, given by Doreen Havey, Secretary of the Board, indicated that there was concern about the registration of social workers educated outside North America who were not eligible for membership in NSASW or CASW. Both the CASW and the NSASW began a study of the situation and the NSASW, its Branches and the Board of Examiners developed and approved a procedure for the admission of foreign-trained social workers which was in accord with the CASW criteria and consisted of: a) hold a bachelor of Arts degree or equivalent; b) complete a required course in social work education in a school recognized by the Board; c) complete one year's employment in Nova Scotia under supervision by a member of NSASW; d) have a satisfactory written evaluation report from the supervisor; and e) pass a comprehensive written and/or oral examination set by the Board. A problem remaining to be resolved is the development of an acceptable examination.

### **Major Accomplishments During the Decade**

**The need for administrative assistance** - Due to the many issues that the Association was becoming involved in, the need for a paid staff person to assist the volunteers was becoming evident and the matter was first discussed at the 1965 Annual Meeting. The individual could be a part-time non-active member who would be able to coordinate committee activities, prepare correspondence, billings, bookkeeping, etc.

The 1966 minutes of the AGM confirmed a growing association becoming involved in the community by noting that Ms. Jan Drent was hired as Executive Secretary in November 1965 as the first Executive Secretary of the NSASW. The financial statements for May 27, 1965 to April 30, 1966 noted that the expenditure for secretarial services was \$150.00 and the budget for 1965 – 67 listed the honorarium for the Executive Secretary position as \$600.00 per year. Ms. Doreen Havey (Gillen) was appointed Executive Secretary effective on January 1, 1967 with an honorarium of \$50.00 per month. Ms. Havey replaced Ms. Drent in that position.

**Mobility problems** - As provincial associations became a reality, a new problem emerged. During the year, 1964, Freda Vickery (Provincial Representative to the CASW Board of Directors) noted the problem of mobility for social workers, which has come about as a result of the formation of provincial associations. She noted at the

time that all provinces except PEI and Newfoundland had provincial associations and this has made it difficult for social workers to move from province to province which was not the case when there was membership in one national association. Similar problems have also arisen for social workers from other countries to have their qualifications recognized in the province they wish to work in.

To address the issue of foreign-trained social workers, the President, Rev. Colin Campbell, reported on criteria that had been developed by Council to accept foreign-trained applicants for registration to be the following: Hold a MSW degree or equivalent; complete a one year employment under supervision by a NSASW member; satisfactory evaluation by the supervisor; and pass a written examination set by the Board of Examiners. However, because the CASW was also assessing the issue, the decision was made to defer approval of the scheme until after the CASW completed its study of foreign credentials. With respect to persons working in the field who were untrained in the area of social work, there were no provisions for including applications from untrained or technically trained people and so they were not eligible for registration as an Registered Social Worker.

**First NSASW newsletter published** - Another sign that the association was growing and moving forward was the need for communication among its members. The Chair of the Public Relations Committee, Mr. Robert Doyle, mentioned in his Annual Report of May 2, 1966 that 1966 was the first year of the publication of the NSASW Newsletter. He stated that the newsletter would assist in the communication between the two branches and dispel the feeling of isolation between them. Mr. Doyle outlined the beginning of editorial policy for the newsletter by eloquently stating: *"It could be used to experiment, to test out our ideas, to innovate. It could provide useful information to the Association members. Above all, it should represent our collective effort."* The first Editorial Board consisted of: Miss Wanda MacLean; Mr. Robert Haley; Mrs. D.C. Johnson; and Sister M. Alexandria. First contributors were: Mrs. Jan Drent; Mr. Tom Blue; and Mrs. Freda Vickery.

In 1968 Jacqueline Sumarah edited the newsletter, a responsibility of the Public Relations Committee, and a few issues had been published for about a year by the time of the 5<sup>th</sup> AGM. It was put together by the Executive Secretary with the assistance of the secretarial staff and copied with the use of a Gestener copying machine at the Halifax Welfare Council. The Editorial Committee consisted of: Judy Pelletier, Vivian Bright, Sidney Johnson, Ann Keith, and Sr. Ellen Grant (Cape Breton correspondent)

In her Annual Report of 1968, Ms. Sumarah, spent time encouraging the members of the Association to think of public relations as a means to achieve the Association's goals and objectives and to use the Newsletter as a vehicle to communicate them to the public. She made an eloquent plea in her report, which is stated here:

*"We, the Nova Scotia Association of Social Workers, have much to learn about the essence of good public relations and its importance in achieving our goals and objectives. The Association must sell itself as a sensitive body which is not only aware of community need but which is active and vocal in finding solutions to these needs.... However, until we speak loudly, our voice will be scarcely audible in the din of more vocal organizations and businesses. Only if we are heard can we hope to influence public opinion at all. Each of us is in some way responsible for public relations."*<sup>16</sup>

**Council plagued by poor attendance** - The records begin to show that the Association through its elected Council was beginning to take on many issues relevant to the social work profession. The Council acted as a clearinghouse for issues that were brought to its attention by members between AGM's. During the period between the 1966 AGM and the 1967 AGM the Council met monthly and reviewed or made decisions on a number of issues. However, during these early days a note was made in the minutes that there was concern about the poor attendance at Council meetings. Several reports were not available for study by Council and

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<sup>16</sup> The Public Relations Committee Annual Report to the 5<sup>th</sup> Annual General meeting of the NSASW, May 27, 1968. Location: NSASW Newsletter, May 1968, NSASW Library.

serious consideration was given to determine if Council was carrying out its responsibilities and functioning effectively.

**Council Projects (Social Action)** – Although there were complaints that Council attendance was poor, it appears that Council, which tended to act as a clearinghouse on current issues, accomplished some useful projects. Some were letters of support or protest and others were more lengthy studies and reports. For example, during 1967 and 1968 some of the projects taken on by the Council were:

1. Approval was given for the report prepared by the Medical and Psychiatric Social Work Committee to be presented to the provincial Department of Public Health.
2. There was a note to the NSASW from the NS Civil Service Commission asking NSASW for guidance in determining if the credentials of a social worker trained in the U.K. have equal status to the MSW degree. The answer given was that a social worker eligible for membership in CASW is considered to have an equivalent MSW degree. The Council decided to advise the Hospital Insurance Commission of the same answer.
3. The Department of Public Welfare's Social Welfare Training Committee, in a letter from Dr. MacKinnon, Deputy Minister, offered to have a representative from NSASW as a member. The Council agreed that Cameron MacDougall be asked to serve on the Committee.
4. Projects were mentioned such as: a report on Medicare; Study on Divorce Laws; concern about social work salaries; criteria for private practice; and the Association's Centennial Project.
5. Location of the Nova Scotia School for Boys in Shelburne, NS – A concern of Association expressed by members at the May 16, 1967 AGM of the Mainland Branch was the decision of the provincial government to permanently locate a school for boys who had been committed by the judicial system under the Juvenile Delinquency Act or the Education Act. A motion was passed to send a telegram to the Minister of Welfare and the Premier protesting the government's decision. Reasons given by NSASW as well as other professional associations were isolation, lack of appropriate services in the area, and a long distance for parents and family to travel and visit with their children.
6. There was a special Council meeting to discuss proposed social work legislation by the province of British Columbia that would allow eligibility for registration that was less than that used by four other provinces including Nova Scotia. It was stated that the B.C. Association of Social Workers was supporting this proposed legislation. This was considered to be a serious matter because if this legislation were passed it would be different than other provinces and serve only to confuse the public as to what the qualifications were for the practice of social work in Canada. This matter was brought to the attention of NSASW Council by Sister Thomas Marie, the CASW Rep. The NSASW Council approved the following motion to be sent to the Secretary of the BC Association of Social workers:

*“NSASW understands that your Association is supporting proposed legislation regarding use of the title Registered Social Worker. We further understand that the legislation requires less by way of qualification for use of the title Registered Social Worker than is required by four provinces which already have such legislation. If this is so, we urgently request reconsideration of this legislation, by your government. We refer you to Chapter 10, Statutes of Nova Scotia, 1963, An Act Respecting the Practice of Social Work. It is our opinion that the use of this designation, if not in line with current practice, will serve to confuse the public not only in British Columbia, but also in the four provinces which already have such legislation.”*

7. A letter was received from the President of the BC Association of Social Workers in answer to the Council's motion and read to the Council. The BC President pointed out that: (a) the proposed legislation was part of BCASW's total development plan; (b) all welfare workers will be included and regulated on lines similar to teachers; (c) the association has adopted an inclusive membership policy; (d) has initiated research on task performance and levels of competence; (e) advocates varied training

and appropriate salary levels; (f) has introduced draft legislation; and (g) has engaged a social worker with an MSW as Executive Director of BCASW. It was obvious that the BCASW had come to their conclusions as a result of thorough study and research that moved them in the direction of an inclusive membership which was the exact opposite of the NSASW and other provincial associations at that time.

8. The planning for the NSASW Centennial Project finally got underway. The Program Committee for the AGM had discussed various projects but favoured having a lecture given by an eminent person that would relate to the philosophy and ethical base of the profession. The Lecture would be given in Halifax and Sydney. Communication was received from Dr. Alfred J. Kahn, Professor of Social Work at New York School of Social Work, Columbia University, who agreed to provide a lecture in December to commemorate Canada's Centennial in 1967.
9. During 1968 the Association was tasked with a study on the need for an office of a Public Trustee and Official Guardian. A committee was established by the Council chaired by Winifred Milne to study the management and /or supervision of the estates of mentally or physically incapacitated persons during their period of incompetence. The study recognized that there was need for the legal protection of four main groups of the population: persons who have chronic mental illness or retardation; persons whose illness is acute or transitory and may need assistance on an interim basis; physically incapacitated persons who by age or infirmity are unable to manage their affairs; and supervision of trust funds set up under section 9 of the Social Assistance Act. Recommendations were made to the Attorney General for Nova Scotia under whose department the trustee would fall. It was suggested that any system devised should be universally available but not mandatory and function more as a safeguard or "watchdog" rather than an administrator.
10. The chair of the Medical Services Committee, Andrew Crook, gave a report on the new Medicare system proposed for Canadians. The committee was set to monitor the development and implementation of Medicare in the province. The date of implementation was set as April 1, 1969 and initially provided coverage for physician's services.
11. A letter dated June 28, 1968 to the Union of Municipalities from Rev. Colin Campbell, President of NSASW, stated that NSASW was in favour of abolishing the provincial settlement legislation and supported the government's action to abolish it. The letter spoke of the legislation as being punitive, against human rights, and asked the Union to support it as well.

**Salary Committee** - Another sign that the Association was becoming more confident in its role was the establishment of a Salary Committee in 1967, Chaired by Sidney Johnson, to deal with inquiries and requests related to salaries of professional social workers. The concern expressed by some social workers was the prospect that the social workers in private hospitals would not be entitled to the salary increases in keeping with the reclassification of salaries by the Civil Service Commission. The committee made a number of inquiries, in particular to the Nova Scotia Hospital Association, which negotiated on behalf of non-government hospitals in the province.

The Committee continued its work by launching a Canada-wide review of salary scales and made recommendations to the NSASW Council for communication to all agencies and institutions employing professional social workers. The Salary Committee recommended a starting annual salary for a BSW with no experience of \$6,000 to \$7,575 and a MSW with no experience - \$6,900 to \$8,700.

**Competence in Social Work** – In 1969 the Standards of Practice Committee Chair, Carol Ann Probert, raised the issue of competence for the practice of social work. The Committee was working with a corresponding CASW committee, which was concerned about defining a minimum level of competence with a mechanism of assessing actual competence of individual members of the Association.

**Affiliation of the Maritime School of Social Work (MSSW) with Dalhousie University** - The new association was sufficiently organized in 1967 to become seriously engaged in the discussion concerning the

affiliation of the Maritime School of Social Work with Dalhousie University. Since its beginning in 1941, the school had been affiliated with five other maritime universities: Mount Allison University in Sackville, NB; Acadia University in Wolfville, NS; University of Kings College, in Halifax, NS; St Francis Xavier University in Antigonish, NS; and Memorial University in Newfoundland. These five universities had degree granting authority and granted the Master of Social Work degree to graduates of the school's academic program.

As the social work profession began to mature there was a move to have the academic program at the MSSW accredited by an appropriate accrediting body. The Board of Examiners was confronted with a problem when it was put in the position of determining the validity of academic degrees that were presented by applicants for registration. Section 3 of the Regulations of the Board of Examiners approved in 1963 set out the organizations that the Board could use to determine academic credentials from applicants for registration. For example: the Maritime School of Social Work; graduate schools in Canada recognized by the National Committee of Canadian Schools of Social Work; and graduate schools of social work in the United States, which have been accredited by the Council of Social Work Education. Accredited programs were considered as adhering to high standards of teaching and academic course content. Therefore, there was a desire to have the social work program at the Maritime School of Social Work accredited. One of the barriers to becoming accredited was that the school would have to be affiliated with only one university. This meant that the school would need to sever its long standing relationship with the five universities before it could become affiliated with Dalhousie University and gain accreditation status.

The Association, representing the profession, had a vested interest in seeing the program become accredited since graduates would increasingly need to be able to state that their social work degree was from an accredited program. This would have a direct impact on the profession in Nova Scotia as well as social workers who wanted to move to other provinces or countries to practice. Therefore, during the fourth AGM (May 26, 1967) the Association became involved in the debate and made its position known to the school. It was also concerned about decisions made by the school's trustees concerning a number of delays in the process.

The minutes of the fourth AGM (1967) reflect that there was lengthy discussion on the issue of the delay in the MSSW becoming affiliated with Dalhousie University. A brief had been prepared dated April 19, 1967 and forwarded to the Board of Trustees of the MSSW in support of the affiliation of the MSSW with Dalhousie University.<sup>17</sup> The quality of academic education and the status of the degree were important considerations expressed by NSASW. There appeared to be a delay that was attributed to the decision of the MSSW Board of Trustees to have the school remain "as is". The reason seemed to be the fact that the school was affiliated with five other universities, excluding Dalhousie University, and this was a factor in the delay. It was also noted that the school was prevented from gaining accreditation of its social work program because it was not affiliated with only one university. The faculty of the school had made several presentations in support of the move to Dalhousie on the grounds that this would be a learning advantage to students. The students, as well, supported the affiliation with Dalhousie University stating that the move would strengthen the academic program at the school. NSASW members at the fourth annual meeting unanimously agreed to inform the MSSW Board of Trustees that the Association was in favour of the School becoming affiliated with Dalhousie University and informed the Board of its decision immediately.

At the October 4, 1967 Council meeting it was learned that the Board of Trustees had altered their thinking since the spring and the Board had decided to begin negotiations with Dalhousie University. It was decided to form an "ad hoc" committee chaired by Sister Mary Clare to prepare specific recommendations from the NSASW to the Board of Trustees on the future structure of the MSSW on matters such as: academic standards; staff qualifications; course content; an academic council; a governing board; the position of the school within Dalhousie; and the development of an undergraduate program.

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<sup>17</sup> More information was found in a file at the Nova Scotia Archives and Records Management. Location: NSARM (RG 72, vol.17, file #41) – Contains minutes and correspondence concerning the proposed relationship between Dalhousie University and the MSSW.

In November 1967 the Council appointed members to the “ad hoc” committee to make recommendations to the Board of Trustees of the MSSW: Sister Mary Clare (Chair), Reginald Craig, Sally Ravindra, Charlotte Mattar, Judy Sapp, Kathleen Storrie, Brig. Doris Routly. Concern had been expressed by the CASW in a letter that the national accrediting body of schools of social work did not accredit the MSSW programs. The apparent reason for this was that the MSSW was not affiliated with any single university but rather was affiliated with 5 other universities.

At the Council meeting of March 6, 1968 Sister Mary Clare outlined the brief<sup>18</sup> that had been prepared by her committee concerning support for the affiliation of the MSSW with Dalhousie University and it was approved for presentation to the Board of Trustees of the MSSW and to the negotiating committees of the MSSW and Dalhousie. The five points made were:

1. The barrier to accreditation would be overcome;
2. Due to lack of accreditation, some MSW graduates have experienced difficulty in applying for post doctoral programs in other universities;
3. Membership in the larger academic community at Dalhousie would benefit the faculty;
4. With affiliation, the MSSW would be able to offer a wider variety of up-grading courses for professional social workers;
5. Graduates of non-accredited schools of social work (e.g., MSSW) are not able to join the National Association of Social Workers in the USA if they wish to practice in the United States.

The brief was also presented at a panel presentation at the April 1968 meeting of the Mainland Branch and the discussion which followed addressed the following points: a definition of social work method was needed; block field placement vs. concurrent placement; closer communication between agencies and the school; and consensus that social work education was an appropriate concern of the professional association.

It was clear that the Association (Council) was quite concerned about the need of the MSSW to amalgamate with Dalhousie University and also what the place of the school should be in the structure of the university. The brief also made recommendations concerning the curriculum of the school's program and recommended that an education committee of the Council be established which would be concerned with: (a) any matters pertaining to the MSSW program; (b) making sure that an interchange of ideas between the school and other members of the profession; (d) promoting post graduate education with the establishment of a continuing education program for practitioners by the school such as refresher courses, weekend conferences, etc.; (e) encouraging liaison between the school and “others” involved in social work education such as social work at the bachelor level and also technical training at technical institutes.

The brief further recommended that an advisory committee be set up consisting of members of the general community as well as social workers to assist with the communication between the school and the community; that the school should consider changing “block placements”, length of the school year, use of the summer months by students, and the policy regarding part-time students. Finally, the brief advised that regular interaction should take place between the field placement agencies and the school.

Also there was no bachelor program at the school, which meant that social workers had to acquire a bachelor degree in some other allied field such as sociology, psychology, etc. For those without a bachelor's degree, the school had a diploma program for those admitted to study in the master's program but they did not receive a MSW degree at the end of their studies. They were eligible to receive a diploma in social work instead.

Since the school's program was not accredited and it did not offer a bachelor program in social work concern was expressed by the CASW that the school's program did not receive the same recognition outside the

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18 Brief on the Maritime School of Social Work, The Nova Scotia Association of Social Workers, Location: Papers of Dr. MacKinnon, NSASW Archives.

Maritime Provinces. As a result, high-level faculty was not attracted to teach and engage in research and students were not attracted to study in the program. Initially, the program was established to encourage people who were already working in the welfare field to improve their social work knowledge, values, and skills by enrolling in the diploma program or to encourage those persons to enroll in a bachelor program at one of the five affiliated universities. The main thrust of the effort to establish a school of social work in 1941 was to provide a local institution that could provide an opportunity for the many untrained employees in the welfare field as well as those persons contemplating a career in social work and were willing to go on to post graduate social work education.

The NSASW President, Rev. Colin Campbell, announced in 1969 that a decision had been made and plans had begun to amalgamate the MSSW with Dalhousie University after two years of support for the move by the Association and others.

**Member recruitment** - Recruiting new members was seen as a difficulty from the beginning of the Association's formation. The Association would be occupied during the 1960's with membership considerations of not only eligible social workers who refused to join the professional association but also the other matter of a large number of persons working in the field who were not eligible to join the new association under the new legislation. In spite of some members who did not want to see criteria for membership changed, there was a move by the Association towards the end of the decade to explore a way to include non-eligible workers in the Association.

By 1966 the Chair of the Membership Committee, Gerald Alton, noted: "*There was a small residue of professionally educated social workers who, although eligible for membership, have chosen not to join the provincial association*". He noted, as a problem, that the professionally educated graduates of the Maritime School of Social Work (MSSW) were not registering in the NSASW upon graduation even though they remained in the province to work. Mr. Alton, who was also a member of the faculty of the MSSW, also made reference to the fact that it was the policy of the MSSW ... "*not to in any way bring undue influence on the students to join*". He mentioned that he had made presentations to the students but stated that it was the responsibility of all the members to encourage the students to join.

The members present at the fourth AGM 1967 continued to be concerned about the social workers in the province that were eligible but chose not to become members of the Association. There was a search for ways to ensure that all social workers practicing in the province would be members of the Association and therefore ensuring social workers adhered to a code of conduct and standards of practice thus enabling the Association to be truly representative of the profession in the province.

In one of its attempts to become recognized and to ensure that the public had some measure of protection, a recommendation was made that all social work employees in all agencies who are eligible for membership in NSASW be required to join the association as a condition of employment. This was probably the first attempt to make membership a qualification of employment. A letter was found in the file dated July 11, 1967 to the Civil Service Commission and all social agencies in Nova Scotia that employ social workers asking them to consider the value of trained social workers who are members of NSASW. There were 125 members in NSASW at the time. The letter suggested that membership in NSASW be a condition of employment or/and salary classification for social workers. This letter was sent to employers and a similar letter also dated July 11, 1967 from the NSASW to the Department of Public Welfare to request mandatory membership in NSASW.

The Association's proposal that membership in NSASW be a condition of employment was seen as a way to ensure that all persons practicing social work had the qualifications to practice as determined by the NSASW standards. Although the Social Workers Act was a form of voluntary registration, this proposal would have effectively changed the intent of the Act to a form of mandatory registration not by applying the legislation but

rather by agency policy. The Association was concerned that the non-registered social workers were accountable only to their employers who may or may not hold them responsible for ethical practice. If a condition of employment were for the social worker to be registered under the Social Workers Act, then the Association would be able to ensure that they were accountable and the public would have a measure of unbiased protection.

A letter<sup>19</sup> dated September 25, 1967 from Gwen Pickering of the Department of Public Welfare to Doreen Harvey of NSASW stated that the Civil Service Commission refused to make membership in NSASW a condition of employment without strong support from CASW and other provinces.

After some study by the Council it was determined that both the Nova Scotia Civil Service Commission and the Hospital Insurance Commission were not ready to accept the proposal. Also, the only province to have legislation for mandatory registration was Quebec and they were able to protect the title as well as require those practicing to be registered and therefore subject to scrutiny and a better form of public protection. It was decided to continue the study of the issue and to eventually find other ways to encourage eligible non-members to join the professional association.

### **Chapter Summary:**

By far the most significant achievement during the decade was the formation of a provincial association to represent social workers in the province. After much deliberation, legislation had been designed and enacted permitting the first meeting of the new organization to take place in October 1963. Much of the preliminary work leading up to the new organization had been done in cooperation with the CASW and its two branches (Mainland and Cape Breton). At the time CASW assisted and encouraged all the provinces to proceed with the formation of their provincial legislation as being the most appropriate way to represent the profession. The CASW would continue its responsibility to represent the profession nationally and internationally.

The transition appeared to go smoothly with the election of Executive Officers and committee chairs at the first Annual General Meeting in 1964. The first Board of Examiners was appointed by the Governor-in-Council for the years 1964 and 1965 and the first Board elected by the membership occurred in 1966. The Board was in a position to make its first annual report to the membership at the 1967 AGM.

Almost immediately it was noticed that some social workers were eligible to join and register with the Association but were not interested in doing so. Reasons given were that they did not believe the Association could offer them anything or that they were not willing to pay the fees. One failed attempt by the Council to get all social workers in the province to register was to require all employers to ensure that their social work employees register with NSASW as a condition of employment. Unfortunately this measure would require the cooperation of employers and also would have effectively changed the Act to a form of mandatory registration rather than voluntary registration that it was. Although this attempt was abandoned, recruiting members would be a preoccupation of the Association during the rest of the 1960's and beyond.

The Association, through the work of its Council, immediately became involved and was determined to represent the profession by responding to the issues of the day such as the implementation of Medicare, elimination of settlement legislation, salary scales for social workers, a study of divorce laws, the need for a public trustee for mentally and physically incapacitated persons and criteria for the private practice of social work.

Due to the strong relationship of the members of the Association and the Maritime School of Social Work, there

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19 Minutes and Reports of the fourth NSASW Annual General Meeting, May 26, 1967. Location: NSARM RG 72, vol.18, file #9).

was a considerable amount of time and effort to support the affiliation of the School with Dalhousie University. The status of the degree and the quality of education were two important benefits argued in a brief to the Board of Trustees of the school in 1967.

Although the new Association struggled to come into existence, the members at the time could feel satisfied that their efforts during the 1960's were very productive. They had a desire to make social work into a profession that was recognized and respected among the public and the other professions. They read the sign of the times and opted for voluntary registration as a form of regulation as opposed to a more rigorous form of regulation that they feared would not be acceptable by the public or government in the 1960's. However, they were soon to realize that the dream of all eligible social workers in the province being regulated under the social work legislation would be an ongoing battle that would not be realized until licensure legislation was enacted 30 years later in 1993.

## Chapter – 3

### Addressing Member Apathy: Is the Association Relevant? (1970s<sup>1</sup>)

**The 1970s – Getting Started** - As the nineteen seventies began the Association continued to grapple with some long standing issues and concerns and was faced with new, emerging ones. Some of the major issues carried over from decades past were member apathy and what to do about it, recruitment both of students and social workers employed in the field of social welfare, membership requirements, CASW restructuring and its impact on NSASW, the structure of NSASW itself, and salaries for social workers particularly in the health field. There were as well some issues such as the regulation of private practice which, although perhaps not entirely new, came more to the forefront during the seventies. Throughout this Chapter we shall look at these issues/concerns as well as others the Association (NSASW) was experiencing in the 1970s and the various attempts made to address them.

In the early months of the 1970s prior to the 7<sup>th</sup> Annual General Meeting there were several things happening. For example, at a February 2 Council meeting there was a discussion of plans for amendments to the Social Workers Act, a preliminary statement on private practice was presented and agreement was obtained on a letter and submission to the Unemployment Insurance Commission regarding delays in the receipt of benefits. In addition, a letter was received from Dr. Simms, Deputy Minister of Health, agreeing that there needed to be one salary scale for hospital based social workers and informing the Association this was a work in progress. A document prepared by the Atlantic Branch on a Procedure for Handling Complaints which would necessitate changes to the By-Laws received agreement.

A Report by Edward Newell, NSASW representative to CASW, dated February 14, 1970 indicated that the Association was preoccupied with addressing social issues such as adoption, poverty, welfare recipients, equal pay for equal work and rent control. It was also noted that continuing education programs had been organized for members, a third Branch had been established in the northern part of the Province and that the Maritime School of Social Work had become part of Dalhousie University.

Just prior to the Annual General Meeting Council met. During the meeting a motion was passed to put forward the names of two members as consultants on social work to the Hospital Insurance Commission. At the same meeting there was a discussion of the funding difficulties the Welfare Council was experiencing in relation to the United Way. On this topic it was agreed to send a letter in support of the Council to the Budget Committee of the United Way. Obviously by the time of the Annual Meeting there was much to report on and discuss.

#### **The 7<sup>th</sup> Annual General Meeting** of NSASW was held in Truro on May 27, 1970<sup>2</sup>.

Robert Ruotolo was President and Daniel O'Brien was the incoming President. As of May 5<sup>th</sup> that year there were some 185 members; 92 were active members of both NSASW and CASW, 68 with NSASW membership only and the remainder were student, inactive, honorary or non-practicing members. Twelve members had not paid their dues by the time of the AGM. This was a seemingly small problem at that time but, as will be noted in the years to come, lapse of membership for non-payment of fees would become a concern for the

The Seventh  
Annual  
General  
Meeting  
May 27, 1970

1 The material for this chapter can be found at NSASW in various files and/or the F. R. MacKinnon files located at NSASW.

2 Minutes of the NSASW Annual General Meeting of May 27, 1970. Location: NSASW (Documents and Reports). Second Location: NSASW – Reports of Dr. MacKinnon

NSASW.

As an aside, it is interesting to note in relation to unpaid dues that the membership fee reported at the 1969-70 Annual General Meeting was \$10.00. Of that amount \$8.00 remained with the Provincial Council and \$2.00 was sent to the Branch to which the member belonged. Lois Block and Bill Greatorex co-chaired a committee to study membership fees for NSASW and at the AGM recommended an increase in the fees to \$15.00; \$10.00 for Council and \$5.00 for the Branch. It was noted that the increase for Council would be used to pay transportation costs for Council members to attend meetings. The increase in fees, if approved, would mean the fee for “active” members of both NSASW/CASW would total \$43.00 annually.

**Members of Council 1970-71** - The incoming Council for 1970-71 approved at the AGM were: President – Daniel O’Brien; Past-President – Robert Ruotolo; 1<sup>st</sup> Vice-President - Father Vernon Boutilier; Second Vice-President – Cameron MacDougall; Secretary - Carolyn Lock; Treasurer – Ruth Smith; Representative to CASW – Edward Newell. Chairs of committees were also named: Membership –Susan Burchill; Program – Robert Haley; Standards of Practice – Gwendolyn Fitzgerald; Social Action – Ian MacLean; Education – Harold Crowell; Nominating Committee – Vivian Bright. Presidents of the three branches were: Mainland – Freda Vickery; Cape Breton – Harvey MacEachern; and, Northumberland – Ian MacLean. Members of the Board of Examiners appointed<sup>3</sup> at this meeting were: Mary Lou Courtney; Sister Joan Connell; Monsignor Colin Campbell; and, Mrs. Doreen Harvey.

**President’s Report and the Issue of Membership** - The President’s Report highlighted several items: the successful establishment by NSASW of a working relationship with Legal Aid but, the failure to establish similar relationships with the Medical Society and the Bar Society; the public stance taken by the Association on social issues related to the spending priorities of the Department of Health and its Minister, the Honourable Gordon Tidman; advocacy on behalf of non-profit hospital workers in Nova Scotia whose wages were inadequate; and, the provision of assistance by the Association in setting up a formal structure between hospital social workers, the Hospital Insurance Commission and the Hospital Association. At the same time the President acknowledged and welcomed a representative from the newly formed Northumberland Branch.

Mr. Ruotolo’s report to the AGM addressed another old nemesis tormenting the Association; inclusion and qualifications for membership. Both the national and provincial organizations had been struggling for decades to resolve the dilemma of inclusion in the NSASW of persons who were technically trained in social work or held academic degrees in professions other than social work and were employed in the social welfare field. Obviously, this was becoming a more pressing issue as the 1970’s began. A Membership Committee chaired by Lois Block had developed an extensive report on this subject and set out a number of alternatives/options for consideration, as well as, recommending the establishment of an Ad Hoc Committee to study the alternatives and make further recommendations to the membership.

The 1963 Social Workers Act established the qualifications for registration and membership in the Association. As in times past it was a divisive issue. Some members of NSASW believed the inclusion of non-social work degree practitioners in the Association would lower the standards for the practice of social work while the opposing others thought inclusion would be a means to unite all persons who were employed in the field of social work. Mr. Ruotolo, himself, encouraged the Association to act in a cooperative manner to develop an entity which would bring together all those working in the social welfare field. This, however, was an issue about which opposing viewpoints would continue until a resolution was found a few decades later but, in the

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<sup>3</sup> Members of the Board of Examiners were appointed for two year terms with a portion of the membership finishing their terms of office each year.

meantime stalwart efforts would be made to deal with the matter.

On October 8, 1970 a special meeting of the Association was held to address the membership issue. At that meeting Bob Haley moved the adoption of a proposal to broaden the membership base in the Association. Following the meeting Council requested that Bob Haley and Joan Cummings co-chair an Implementation Committee to thoroughly examine the question of membership. Joining the Committee as members were Marty Dolin and Cameron MacDougall. Council set out Terms of Reference for the Committee which included the following:

- “(a) a review of the circumstances under which the proposal had been developed and presented for decision;
- (b) a feasibility study of the proposal and its recommendations;
- (c) the preparation and presentation of recommendations for action.”

The Committee took a few months to get itself organized and plan for the work ahead so, it really did not start the major portion of its work until February, 1971.<sup>4</sup>

**Member Apathy** - One of the other matters which had and would follow the Association through the decades was raised by Mrs. Freda Vickery and that is the question and concern about the discontent of the members of NSASW, their lack of participation and how to cope with it. It was suggested and approved that a small committee be appointed by Council to find out why there was so much inactivity and what members want in terms of the an Association or even if they want one. This is a subject which was raised over and over again, particularly through the seventies.

**Highlights from the AGM Reports** - Also noted in the Minutes and Reports of the 1970 Annual General Meeting were the following items:

1. Vivian Bright, the Chairperson of the Membership Committee reported the formation of a third branch of NSASW, the Northumberland Branch, to serve the northern mainland section of the Province. The President of NSASW welcomed Ian MacLean, the President of the Northumberland Branch to the meeting. Mr. MacLean noted that the new Branch currently had 22 members and 11 potential members.
2. Report on legal aid made by Harold Beals on behalf of the Mainland Branch. In October, 1969 the Mainland Branch Executive had appointed Harold Chair of a committee on legal aid in preparation for the development of a brief to be presented on behalf of NSASW to the soon to be appointed provincial Attorney General's Committee on Legal Aid. One of the innovative things Harold's committee<sup>5</sup> did was proposed and organized a group of interested social work volunteers to join a group of lawyers who were volunteering their time at the Halifax Legal Aid Clinic. On May 5, 1970 the group of forty-four volunteers who agreed to participate began attending the clinic. The social work volunteers would provide consultation and referral services to the lawyers and, with the consent of the client, would be present during interviews.
3. Harvey MacEachern, President of the Cape Breton Branch of NSASW reported on Branch activities and noted the Branch had held several meetings with the Cape Breton Welfare Workers Association. While the primary purpose of the meetings was educational they had also prompted a discussion of the idea of some type of amalgamation between the Branch and the Cape Breton Welfare Workers Association.
4. The Standards of Practice Committee had participated in a national study during 1968-69 to define

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<sup>4</sup> Excerpts of the of the Committee's formation and work are from the Report of the Implementation Committee – May 2, 1972 and can be found in the material housed at the NSASW offices.

<sup>5</sup> Members of the Committee in addition to Harold Beals were: Maureen Brownlow, Douglas Tyler, Carolyn Miller, Alexa McDonough and Norman Chandler

competence in social work practice. As a result, although the Committee did not do the work in the following year, it had agreed that an exam was required to ensure competency. Carol Ann Probert, Chair of the Committee reported that the CASW was engaged in devising an exam and her committee was awaiting the results of those efforts.

5. As the provincial representative to the CASW Board, Edward Newell reported on the progress being made on a change of the CASW structure due to the development of provincial associations across the country. A new relationship between CASW and the provincial Associations was to be formed to allow CASW to focus on and address national issues while provincial associations would focus on provincial matters.
6. The Membership Study Committee continued its work and reported a Brief had been made to the Hospital Insurance Commission and a Report developed on Landlord Tenants Relations.
7. Life memberships were presented at the AGM to Miss Jean Morrison, Miss Lillian Romkey, Sister Jane MacKenzie and Sister Mary Clare.'

This Annual General Meeting set the tone for the seventies. The decade was promising to be a very busy one in which NSASW would have to find ways to gain, retain and motivate its members to become engaged in the activities of the organization so that it could carry out its purpose and mandate and, more importantly, continue to prosper and survive as a professional organization. In this sense perhaps the single most important issue facing the organization in 1970 was member apathy.

**Never ending problem of member apathy** - Throughout 1970 and into the early part of 1971 the Association tried diligently to engage its members more fully in the operation and activities of the organization. As with many organizations, the solid underpinnings of the organization were provided by a cadre of dedicated volunteers, many of whom were members of the Mainland Branch (renamed the Atlantic Branch during 1971) of NSASW and from the Halifax Metropolitan area. At practically every meeting of Council and the Executive member apathy was discussed and ways and means sought to overcome the problem.

Following is a brief summary of some of the measures undertaken:

1. The NSASW Newsletter acquired a new editor, Daneen Atkinson, and along with Marilyn Peers Chair of the Public Relations Committee and committee members, Daneen worked to ensure the format was attractive and the content was both of interest to members and informative.
2. Chair of the Social Action Committee, Marty Dolin, and committee members undertook a number of projects. Throughout the year they looked at funding to resource programs in child welfare; prepared a NSASW Brief and submitted it to both the Select Committee of the Legislature on Landlord Tenant Relations and to the Premier, the Honourable G. I. Smith. Positions were developed and publicly expressed stating NSASW's position on issues related to slum landlords, day care legislation and grants to private agencies among others.
3. In March, 1971 a new Social Action Committee came into being under the Chairmanship of Marilyn Mots. That committee would continue many of the activities of the previous committee and increase efforts to involve members from all parts of the Province in its activities.
4. One of the major concerns of members was salaries. In response a Salary Committee had been established in 1970 under the Chairmanship of Mildred Collins. On October 6, 1970 Council approved a salary scale guide for members. The minimum annual salaries and qualifications for the four levels in the guide were: Social Worker I (BSW) \$8,626; Social Worker II (MSW) \$10,863; Supervisor (MSW plus three years experience) \$12,396.; and Administrator - \$17,040.
5. The Continuing Education Committee Chaired by Harold Beals organized several programs such as the one conducted by Marilyn Peers and Molly Sewell on the therapeutic approach of Virginia Satir but, in spite of the topic to be presented, attendance at this and other workshops was low. 1970-71 was also

a time when this committee liaised with the Maritime School of Social Work to develop an extension program at the School. This was probably the first attempt to support the School in the development of its Continuing Education Program and would eventually lead to a continuing education relationship between the Association and the School.

**Issues to be Carried Over** - Throughout 1970 the Council held regular meetings. Although all the meeting have not been recorded in this document some of the activities are noted here:

- May 27, 1970 – A panel presentation was made about the role of NSASW, varying levels of education, implications for practice and for the Association. A representative of the Welfare Workers' Association was on the Panel. A motion was passed to set up a Study Committee on the topic and reconvene a meeting in September to review the proposals of the Study Committee.
- July 7, 1970 – A Study Committee was established to look at the criteria for Private Practice and make a recommendation to Council. It was stated that work was on-going on the participation of members of NSASW, as well as, the matter of a social work consultant for the Health Insurance Commission. There was also a discussion of the role and mandate of the Social Action Committee and the formation of a committee to develop terms of reference for the Committee.
- October 8, 1970 – Daniel O'Brien chaired a second meeting of welfare officers, technical graduates, B.A.'s and NSASW at which Bob Haley presented a report "Proposal for Membership in NSASW". The Report was accepted and sent back to the NSASW Council for further work. If agreed to by the Council, legislative changes would be required. Following the meeting the President sent a memo to all members of the Association informing them of what was happening.

The Eighth  
Annual General  
Meeting  
May 20, 1971

**The 8<sup>th</sup> Annual General Meeting** was held in Truro with Daniel O'Brien presiding. - All the efforts made during 1970 and the early part of 1971 to increase the visibility of the Nova Scotia Association of Social Workers and get members to increase their involvement in the Association appeared to be unsuccessful. When the Annual General Meeting<sup>6</sup> was held on May 20, 1971 membership was down slightly from the previous year. There were 171 members with 119 of that number being members of both NSASW and CASW and 52 members of CASW only. Generally, the members were no more engaged in the Association than they had been in previous years. At this point it seemed that not only had the organization failed to stimulate its members to participate, the potential manpower available to carry out the work of the Association had decreased. In contrast to the NSASW, the national association was growing. It was reported that CASW had 3,951 members in 1971.

At the Annual Meeting the President, Daniel O'Brien, expressed concern about the continued lack of volunteer input from members and spoke of the constraints this was placing on the Association's ability to fulfill its mandate and discharge the responsibilities required of a professional organization. He suggested the organization needed structural change and noted the Presidents of the three branches (Atlantic, Cape Breton and Northumberland) had been appointed members of Council in an effort to improve communications between the Council and its members.

**Members of Council 1971-72** - The Report of the Nominating Committee was presented by the Chair, Jay Casey. Following are the members of Council for 1971-72: President – Daniel O'Brien; Past President – Robert Ruotolo; 1<sup>st</sup> Vice President – Cameron MacDougall; 2<sup>nd</sup> Vice President – William Greatorex; Secretary

6 Minutes of the NSASW Annual General Meeting, May 20, 1971. Location: NSARM (RG 72, Vol. 84, file #4). Also found in the NSASW, papers of Dr. MacKinnon

– Robert Doyle; Treasurer – Mrs. Mildred Collins; Representative to CASW – Robert Haley. Chairs of Committees were: Membership – Jean Morse; Program – Mary Lou Courtney; Standards of Practice – Gwen Fitzgerald; Public Relations – Marilyn Peers; Social Action – Bob Britton; Nominating – Jay Casey and, Education – Frank Capstick. Presidents of the branches were: Cape Breton – Harvey MacEachern; Atlantic - Freda Vickery; and, Northumberland – Patsy George. The Executive Secretary for the Association was Doreen Harvey.

**Revitalizing Council, Private Practice and Salary Disparity** - In the year which followed, Council worked to revitalize itself. The Executive reconstituted itself, Council became more active on the Admissions Committee of the Maritime School of Social Work, involvement of the membership was sought in outlining the goals and objectives for the Association, the Newsletter became a regular publication, representatives from several areas of the province were added to Council to provide a more inclusive, province-wide view and a number of specific special interest groups were established for members.

Another concern discussed throughout 1971 was private practice. Work was undertaken by the Standards of Practice Committee chaired by Gwen Fitzgerald to develop guidelines for private practitioners which would make them accountable to the Association. As matters stood the Social Workers Act only protected the use of the title “Registered Social Worker” so, anyone could go into private practice and call his/herself a social worker. Since registration in the Association was voluntary, there was no way to address this problem, protect the public and the use of the title social worker. In addition there was a discrepancy between the NSASW and CASW viewpoints in terms of the qualifications for private practice. NSASW believed that all practitioners, private or otherwise, should have the same basic qualifications.

Salary disparity was also a continuing issue; particularly the discrepancy between salaries paid to hospital based social workers by the Civil Service Commission as compared to those paid by the Nova Scotia Hospital Insurance Commission (NSHIC) and the Department of Health. Representations were made on this issue to the NSHIC and the Minister of Health by NSASW but, their efforts were futile. In fact, the Salary Committee discovered that each hospital negotiated the salary for its social workers and concluded, after much work, that each social worker would have to negotiate with the individual hospital where he/she was employed.

Another issue related to salary standards for social workers emerged because of a change in the structure of the BSW program at the Maritime School of Social Work. Previously, the BSW Degree was awarded after one year of post graduate study. The new BSW Degree would be an undergraduate degree so this meant a new, appropriate salary for the undergraduate degree would have to be developed by NSASW for prospective employers.

**Report of the Implementation Committee** - Prior to the 1972 Annual General Meeting of NSASW, the Implementation Committee had completed its report (May 2, 1972) and forwarded it to the Council. The Report was a significant one for several reasons. It was a tremendous effort of engagement in terms of getting members of the Association to express their opinions and views on the issue of extended membership through meetings and correspondence. Not only did the committee seek the input of members but also sought and held meetings with interest groups such as the Welfare Officers group, the Bachelor of Arts group and the graduates of the Nova Scotia Institute of Technology all of whom were employed in some aspect of social welfare.

Although it was not particularly the focus of the Committee, the discussions did bring out several interesting points about the disparate and polarized view of members related to extended membership. Questions were raised and discussed about the social relevance of the Association and the apathy and lethargy among the membership. Some members thought that extended membership would bring benefits in terms of raising the

level of participation and involvement in the Association thus overcoming the existing apathy. In spite of the differences, however, there were common elements among members in terms of keeping “the professional Association viable, establishing a mechanism for educational leadership and the improvement of qualifications of all personnel in the field of social welfare and promoting communication and co-operative action with others interested and involved with significant social work practice issues” in a constructive and positive manner.

The recommendations made by the Implementation Committee reflected “the wishes of a significant majority of the membership”<sup>7</sup> and are contained as follow in abbreviated form:

1. the provisions for ordinary membership in the Association be extended to include all social workers with a baccalaureate degree in social work accredited by the Canadian Association of Schools of Social Work, or approved by the Board of Examiners;
2. the right to ordinary membership be extended to persons who received a post-graduate Bachelor of Social Work Degree prior to 1968;
3. Associate membership be extended to interested social welfare practitioners of all levels of training and that rights of Associates be clearly defined; and,
4. Council circulate the Implementation Committee Report to the membership along with the proposed amendments to the Act, Regulations, By-Laws along with a notice of motion to amend and set a date for four weeks after the notice for a vote of the members to be held by referendum.

Council reviewed the Report of the Implementation Committee and at its meeting on May 3, 1972 passed a motion which would allow it to introduce a motion at the upcoming Annual General Meeting to amend the By-Laws so that a referendum could be used to seek a vote on proposed changes to the Act, Regulations and By-Laws.

**Life Membership Awarded** - At the AGM Life Memberships in NSASW were bestowed on Jean Morrison, Lillian Romkey, Sister Jane MacKenzie and Sister Mary Clare.

The Ninth  
Annual  
General  
meeting  
May 18, 1972

**The 9<sup>th</sup> Annual General Meeting** of NSASW was held in Halifax with Daniel O’Brien presiding. Perhaps the efforts put forth during 1971 by the Council along with the efforts undertaken by the Implementation Committee, had some impact on member involvement. At the 9th Annual General Meeting on May 18, 1972<sup>8</sup> it was reported the membership was up slightly at 180 as of May 15, 1972. Of this number there were now 94 members of NSASW/CASW and 58 members of NSASW only, 9 life members, Honourary members and 14 student members.

**Members of Council** - Bill Greatorex was the incoming President for 1972-73. Other Council members for 1972/73 were: Past President – Dan O’Brien; 1<sup>st</sup> Vice President – Cameron MacDougall; 2<sup>nd</sup> Vice President – Margaret Gibson; Secretary – Jacqui Sumarah/Robert Doyle; Treasurer – Isabel MacLellan. Chairs of Committees were: Membership – Anna Tingley; Standards of Practice – Mary Lou Courtney; Nominating – Harold Beals. The representative to CASW was Robert Haley.

The Branch Presidents were as follow: Atlantic Branch – Bob Britton; Cape Breton Branch – Sister Leone Mac Arthur; and, the Northumberland Branch – Patsy George. The Report of the outgoing President Danny O’Brien spoke of the need to make structural changes to the organization “to allow it to strike a mix of individual commitment and energy with an effective organizational structure which would permit organization expression

7 Nova Scotia Association of Social Workers. Report of the Implementation Committee, May 2, 1972. page 5

8 Minutes of the NSASW Annual General Meeting of May 18, 1972./ Location: NSARM (RG 72, vol. 71, file # 16). Also located at NSASW: Papers of Dr. MacKinnon

as an agent of planned change”.<sup>9</sup> Mr. O’Brien also noted that members were action oriented and they want the Association to be a mechanism for focusing their social justice concerns.

**Guidelines for Private Practice** - Gwen Fitzgerald, Chair of the Standards of Practice Committee spoke of the progress being made on the guidelines for private practice and noted the variations between the CASW guidelines and the NSASW version. The differences related to the additional criteria required by CASW in terms of years of experience, the type of agency service supervision as a background and equivalents for part-time work experience. Gwen also mentioned the impact voluntary registration and protection of the title Registered Social Worker rather than social worker was having on the regulation of private practice. The problems being experienced allowed for indiscriminate private practice by anyone calling his/herself a social worker. NSASW took the stand that the qualifications for private practice should be the same as those for any other practitioner.

Salaries for social workers in the health sector and for persons graduated from the relatively new program, the Bachelor of Social Work, were topics of discussion and would continue to be ongoing topics for discussion and action for some time to come.

The Annual General Meeting approved the Report of the Implementation Committee so, work on the Committee’s recommendations proceeded as Council prepared to seek the support of members for the proposed changes to the Act, By-Laws and Regulations. In July, 1972 Council sent a letter to members regarding the referendum and proposed changes. At a further meeting on September 6 it was noted that there had been a very low response rate regarding the holding of a referendum. Somehow there appears to have been more discussion of the matter and things changed because in the November 15, 1972 Minutes of a Council Meeting it is stated that most members support the proposed changes to the Social Workers Act.

**1972-73 Activities** - During the year there were some changes made to Council membership. In a news bulletin dated November 15, 1972, Jacqueline Sumarah noted the following additions to Council: Chair of the Public Relations Committee – Barrie MacFarlane; Chair, Standards of Practice – Robert Ruotolo; Chair of the Sub Committee on Standards – Rod Jessome and Editor of the Newsletter – Norris Turner.

Throughout 1972 and until the tenth Annual General Meeting on May 9, 1973 work continued on issues and concerns from previous years with a few items such as the Brief to the Fraser-Hancock Commission (Commission on Special Protection Services) being completed and approved by Council. NSASW took a stand on the issue of capital punishment and sent telegrams to all the Members of Parliament for Nova Scotia and the Solicitor General of Canada stating its support for the abolition of capital punishment. A response was prepared and sent to the Nova Scotia Health Council regarding its report on a Coordinated Regional Health System. NSASW also made a statement supporting the Denturists Society’s attempt to gain legal recognition.

There were a few other items or happenings of interest in 1972 as follow:

1. the Cape Breton Branch reorganized and revitalized itself with a focus on education and social action;
2. Patsy George, President of the Northumberland Branch brought to Council’s attention continuing education as a concern particularly for social workers in rural areas. The Northumberland Branch viewed this as a serious matter and looked to the provincial organization to provide educational opportunities for members in all areas of the province.
3. a new brochure and statement on private practice was produced along with a pamphlet, Statement on

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<sup>9</sup> Minutes of the 9<sup>th</sup> Annual General Meeting of the Nova Scotia Association of Social Workers. Location: NSARM (RG 72, vol. 71, file #16)

Salaries and Personnel Standards; The suggested salaries for social workers as set out in the statement were: Social Worker I- \$7,500-10,500 (BSW); Social Worker II- \$11,500-16,500 (MSW); Supervisor - \$14,200- 20,000 (MSW) and administrator - \$17,600.

4. Liability insurance coverage in relation to malpractice became available to members when the NSASW signed a contract on August 10, 1972 with the Royal Insurance Company. This is noteworthy because it was the first such coverage for social workers in Canada.<sup>10</sup>
5. Council was asked to make a submission to the Search Committee of the Maritime School of Social Work in relation to the hiring of a new Director for the School;
6. Revisions to the Social Workers Act were passed by the Legislature on Nov. 9;
7. NSASW favored a Federation in terms of CASW restructuring. Council passed a motion to this effect which it forwarded to the CASW;
8. On December 14, 1972 CASW wrote to jurisdictions at the request of NSASW to explore the use of examinations by provincial associations. It was reported both British Columbia and Alberta were experimenting with exams.
9. Council approved the presentation of a Life Membership to Lawrence T. Hancock (to be bestowed June 1, 1973)

**An Emerging Issue, Mandatory Registration** - Mandatory registration was emerging as a more pressing issue in 1972-73 and was evoking fervent discussion between those members who favored it and those who were against it. The issue related to the fact that there were many graduate social work practitioners who had not and seemingly were not intending to join the NSASW under the voluntary registration provision. This was seen as weakening the base of the organization as a professional group governing the practice of the profession with standards for education and membership and representing all social workers in Nova Scotia. The voluntary registration also had financial implications for the organization which obtained its operating costs from membership fees.

The Tenth  
Annual General  
Meeting  
May 9, 1973

**The 10<sup>th</sup> Annual General Meeting** - Although the membership was increasing, as seen by the fact when the Annual General Meeting occurred on May 9, 1973<sup>11</sup> there were 183 members; a very slight increase of 3 members over the previous year, growth was slow. The following slate of Council members for 1973-74 was presented and approved at the meeting: President – Bill Greatorex; Treasurer – Isabel MacLellan; Secretary – Doreen Harvey; Membership – Anna Tingley (Anna served as Chair until September when she tendered her resignation as Chair.); Nominating – Harold Beals; Representative to CASW – Robert Haley; and, Committee Chairs – Public Relations – Barrie McFarlane; Standards of Practice – Robert Ruotolo; Salary Jacque Sumarah; Social Action – Marlene Webber; Education – Andrew Arsenault; Program – Mary Lou Courtney.

**Ad Hoc Committee on Registration** - At the meeting an Ad Hoc Committee on Registration was set up to examine the issue of mandatory registration and report back to Council. The Chair of this committee was Mike Marentette.

**CASW - Becoming a Federation** -1973 was the year in which the CASW Board approved the move to a Federation structure. Final approval for the move to a federation structure was given at the June 1974 Annual

<sup>10</sup> NSARM. RG72. vol. 71, file#11

<sup>11</sup> Minutes of the NSASW Annual General Meeting on May 9, 1973. Location: NSASW Papers of Dr. MacKinnon

General Meeting of CASW. The actual implementation would be delayed but in the meantime there were some associations opposed to the change. For example, the Ontario Association of Social Workers was not in favour because members believed there would be inconsistent standards nationally, there would be a problem with individual agreement between CASW and the provincial associations, the financial base and the formula for paying fees to the federation was of concern, technicalities should be further refined and settled before moving forward and the present format and structure are fine in terms of achieving the goals and objectives of CASW.<sup>12</sup> All the concerns raised were fodder for the discussions NSASW had on the topic when working through the process of how and what the new relationship would be between NSASW and CASW.

**Continuing Education and Branch Liaison** - The need for continuing education programs for members was increasing. In September, 1973 Council wrote to the President of Dalhousie University in an effort to impress upon him the need for social work programs in continuing education and gain his support in having the MSSW address this need. Also emerging in 1973 were discussions about the need for a staff person at the Association office to liaise with Branches, conduct research and generally support the work of the Association. This would be an on-going need and subject for discussion.

**Collective Bargaining** - The 1973-74 operating year brought with it some new and interesting items.<sup>13</sup> Members attended a Special Meeting, "Collective Bargaining: Yes or No" on March 15-16, 1974<sup>14</sup>. The meeting was viewed as an educational forum for members to discuss the pros and cons of collective bargaining. Representatives from the Nova Scotia Nurses Union and the Department of Labour were present as resource persons. The discussion and debate was a continuation of those held on the possibility of a move from voluntary to mandatory registration. Mandatory registration would be enshrined in legislation. One of the many options which were discussed was a union with collective bargaining for the profession. Members posed many questions such as whether or not non-professionals should be included in plans for a bargaining unit, who would qualify for membership under the Trade Union Act and how such a move would affect small agencies and government employees.

There were options other than collective bargaining for NSASW members to consider. These were outlined to those present at the meeting:

- continue the current structure
- proceed to licensing
- establish NSASW as a certified craft union under the Labour Relations Act
- sponsor and promote an industrial trade type union for social agencies or departments, only
- try to promote a new union of professional and technical employees
- try to integrate all NSASW members within one industrial union currently certified under the best terms that can be achieved
- try to integrate all NSASW members in existing unions where they are eligible to join and set up NSASW as a bargaining agent for those in settings where no certified union exists.

The Special Meeting was not held to resolve the questions or establish agreement on any one option but rather to inform. Prior to the meeting a questionnaire had been sent to members seeking their input but so few responded (24) that it was not particularly useful. At the end of the meeting Patsy George who was the Chair of the Special Committee on Collective Bargaining stated that her committee would soon prepare a report and recommendations on collective bargaining for the consideration of all members.

The regulation of practice was obviously a major topic for NSASW during 1973-74 and just prior to the 1974

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12 NSARM (RG 72, vol. 111, file#15)

13 Minutes of the NSASW Annual General Meeting. May 23-24, 1974. Location: NSARM(RG72, vol.111, file# 15)

14 Special Meeting of NSASW May 15-16, 1974. Location: NSARM (RG 72, VOL. 111, FILE #15)

Annual General Meeting the Committee on Registration chaired by Mike Marentette issued its report (May 14, 1974).<sup>15</sup> This report led to a discussion of a model Act and a debate at the 1974 AGM about whether or not members would support licensing and the financial impact and even the undertaking of a further study of the issue would have for NSASW. In concluding the discussion, those present at the meeting accepted the Committee's Report and agreed to try to find both financial and other resources to conduct the required work and study of the licensing issue. A motion was made to receive the Report for further study.

Some years before the 1973-74 Annual General Meeting, the Steering Committee on Registration had also examined the matter of the formation of a social service workers association and its relationship with NSASW. The Minutes of a March 16, 1974 Steering Committee meeting<sup>16</sup> indicate discussion was primarily about the drafting of By-Laws for a new Social Service Workers Association. The new Association would represent social service workers and others employed in the social welfare field without professional social work education. Chief among the related concerns was who would pay for travel expenses incurred for attending meetings to discuss the matter. Regardless of this concern, work proceeded and at another meeting on April 27, 1974 changes were made to the draft By-Laws to prevent RSWs from membership in the Social Service Workers Association if they were members of NSASW. In addition, for some reason a change was made to have the word certified rather than registered used in relation to social service workers.

**CASW Report** - Cameron MacDougall the NSASW representative to CASW reported on the progress being made toward a new structure, a federation, for CASW. This was a process which had been started in 1966. On the provincial level NSASW had undertaken a survey of its membership and determined that members were in favor of CASW becoming a federation of provincial organizations rather than continuing with individual members. The new federation was to become a reality before 1975 so the AGM passed a motion allowing Council to negotiate with CASW to become a member of the Federation. In fact, CASW's reorganization as a federation became effective December, 1974. This necessitated talks between NSASW and CASW related to Nova Scotia's position.

**Salaries for Hospital Social Workers** - Of interest at the meeting was information about on-going talks being held with hospital social workers and the Department of Health related to salaries for social workers employed by the hospitals. It was evident from the discussions and negotiations that nothing could be done on a provincial level since each hospital set and negotiated its own salaries. This meant that social workers would have to negotiate with the individual boards employing them.

**Life Memberships** - During the meeting a Life Membership was presented to Lawrence T. Hancock and it was agreed, as well, that a Life Membership would be presented to Freda Vickery at a later date. It was finally presented on October 4, 1973.

The Eleventh  
Annual General  
Meeting  
May 23-24,  
1974

**The 11<sup>th</sup> Annual General Meeting** was held in Truro on May 23-24, 1974. The President, Bill Grestorex, expressed concern about the effectiveness of the Association in relation to social policy and encouraged it to be a credible voice speaking with clarity on social policy matters. Also at this Annual General Meeting a motion was passed that the Nova Scotia Association of Social Workers become a member of the new CASW Federation and once again authorized Council to negotiate an agreement on behalf of NSASW. The Minutes of the AGM also note the passing of Joy Maines. Ms. Maines had been Executive Director of CASW for many years and was an Honorary Life member of the Nova Scotia Association of Social Workers.

15 Report of the Study Committee on Registration May 14, 1974. Location: NSARM (RG 72, vol. 111, file #15 and RG 72, vol. 111, file # 4)

16 Minutes of March 16, 1974 Meeting of the Registration Committee. Location: NSARM (RG 72, vol. 111, file#15)

**Council Members 1974-75** - Council elected for the 1974-75 year were as follow: President – Edward Newell; Past President – Bill Greatorex; 1<sup>st</sup> Vice President – Michael Marentette; 2<sup>nd</sup> Vice President – Bill Twaddle; Treasurer – Doug Raymond; Secretary - Margaret Gibson; Representative to CASW – Cameron MacDougall; Co-Chairs, Education – Bessie Harris and Sharon Sinfield; Chair, Membership – Catherine Brennan; Chair, Public Relations – Karl Marshall; Chair, Social Action – Ernest Rafuse; Chair, Standards of Practice – Dorothy Moore; and Chair, Nominating Committee – Catherine Tyler. Members appointed to the Board of Examiners were Harold Beals, Margaret Gibson, Sister Joan Connell, Cameron MacDougall and Doreen Harvey.

Very little material of any significance was found to show exactly what transpired during this year. From the bits and pieces of information accessed it appears the year was spent examining and addressing issues and concerns that lingered from previous years. Some of the major items and issues carried over were the matter of registration and licensure, the relationship between NSASW and the Social Service Workers Association, restructuring of both CASW and NSASW, and, of course, member apathy in terms of involvement in activities and support for NSASW. As the year 1974-75 drew to a close the NSASW had one less Branch. The Northumberland Branch had disbanded in June 1974 due to a lack of member involvement and support. Perhaps 1974-75 can best be termed a year for reflection and pursuit of goals and objectives previously established. Many of them would be carried forward again into the next Council year.

The Twelfth  
Annual General  
Meeting  
May 7-8, 1975

**The 12<sup>th</sup> Annual General Meeting** - Member apathy and resulting lack of involvement continued to be a problem for the Association and was visible in the low attendance at continuing education programs and meetings, as well as, participation on working committees. In spite of these problems overall the Association was showing some signs of growth. At the NSASW Annual General Meeting (AGM) held on May 7-8, 1975 the membership had reached 199. In his report to the AGM Mr. H. E. Newell the spoke to the need for the Association to have an Executive Director.

**Council Members 1975-76** - The incoming members of Council for 1975-76 were: President: Ed Newell; Past President – Bill Greatorex; 1<sup>st</sup> Vice President – William Twaddle; 2<sup>nd</sup> Vice President – Ken Bendelier; Secretary – Margaret Gibson; Treasurer – Sidney Johnson; Representative to CASW – Bill Greatorex and Cameron MacDougall. Chairs of Committee elected were: Membership – Harold Beals; Public Relations – Karl Marshall; Social Action – Alexa McDonough; Program – Betty Curran; Standards of Practice – Gordon Granchelli; Education - Bessie Harris and Sharon O’Connor; Nominating – Margaret Halozan. Sister Leone MacArthur was the representative for the Cape Breton Region. The names of the other regional representatives were not found.

**Report on Licensing and the Relationship with the Social Service Workers Association** - As a follow-up to the Report of the Committee on Registration, Gail Daniluck prepared a “Report on Licensing”. Dated December 5, 1975 the Report which was adopted at the AGM, noted two major issues confronting the Association regarding licensing: (1) NSASW is unsure of what form of regulation it wants and, (2) Council was not concerned about what body does the licensing – government or an independent entity. This Report prompted considerable discussion within and outside NSASW. For example, the Department of Social Services had established an interdepartmental committee under the chairmanship of Sharon (Sinfield) O’Connor to work with Department heads and NSASW on the topic.

The AGM continued an on-going discussion of the relationship between NSASW and the Social Service Workers Association. Significantly, a motion was made and passed at the meeting to initiate contact with the Social Service Workers Association.

**Member Apathy** - No AGM in the 1970's would be complete without a discussion of member apathy and this one was no different. As concrete evidence of what was happening both the Atlantic Branch and the Northumberland Branch had been dissolved in 1975 due to a lack of member support for the activities of the branches. A further concern, as well, was the ongoing problem of poor attendance at continuing education sessions. Although there was considerable discussion of the problem and suggestions for overcoming the apathy, there was no resolution to the issue.

The reports from the AGM note that discussion was occurring regarding the role of social workers versus psychologists. Most of the discussion seemed to be related to salaries and the disparity in this regard between the two professions. In this regard, particularly for social workers employed by the provincial government, letters and memos were exchanged between the NSASW and F.R. MacKinnon, Deputy Minister of Social Services; Joe MacKinnon, Director of Field Services and Bill Twaddle, Social Work Consultant in the Department of Health. They all focused on the Civil Service Commission's view of social workers and the way classifications effecting salaries were determined.

**A Member Lost** - Also noted at the AGM was the death of Jane Wisdom a life member of NSASW. Jane had been extremely active in CASW. From the 1920's until her retirement in 1952 she had been employed in New York, Halifax, Montreal and Glace Bay.

The Thirteenth  
Annual General  
Meeting  
May 21, 1976

**The 13<sup>th</sup> Annual General Meeting** -When the 13<sup>th</sup> Annual General Meeting of NSASW was held on May 21, 1976 Bill Twaddle was elected President. Doreen Harvey who had served as Executive Secretary for many years announced her pending retirement effective August 31, 1976. 1976 was also the first full year that CASW existed as a federation of provincial organizations of which NSASW was a member. The meeting also paid tribute to three pioneers in social work who had passed away prior to the AGM –Jane Wisdom, Sister John Elizabeth and Hiram Farquhar.

**Council Members 1976-77** -Council members<sup>17</sup> elected at the meeting were: President – Bill Twaddle; Past President – Ed Newell; 1<sup>st</sup> Vice President – Cameron MacDougall; 2<sup>nd</sup> Vice President – Stewart Brown; Secretary – Georgina (Jo) Skilton; Treasurer – Sidney Johnson; Representatives to CASW – Bill Greatorex and Cameron MacDougall. Committee members were: Public Relations – Elizabeth Bissett; Education – Lawrence Hancock and Valerie O'Brien; Membership – Murray Manzer; Social Actions – Diane Keays; Program – Betty Curran; Standards – vacant; Nominating – Harold Beals. Regional representatives were: Cape Breton – Marie McAdam; Valley – Jim Morton; South Shore – Shirley Cummingham. The Board of Examiners appointees were: Reg Craig; Bessie Harris; Jean Duplisea; Cuthbert Gifford; Daniel O'Brien; Joan Gilroy and William Twaddle.

**Membership, Member Apathy, On-going Concerns** - Attention at the AGM was focused on several issues related to membership. Again, at the forefront was member involvement. In addition concern was expressed about the loss of members each year due to their failure to pay their membership fees. In 1976 there were 182 members but, 29 members did not renew their membership and most of them had simply not paid their fees. Those present at the AGM decided that the Association should attempt to remedy the situation by undertaking a vigorous campaign to bring about a change in member attitude.

Following along with the previous discussion was an item raised by Ed Newell outgoing President which over the years had evaded every attempt to address it – member negativism about the organization. Some members viewed the organization as being Halifax based and run and resented it. Many saw little value in

17 NSARM (RG 72, vol. 162, file # 18 – Newsletter Nov., 1976 and Autumn 1977

the organization and were disparaging about the work that was undertaken. This latter attitude was one that prevailed regardless of the geographic location of the members. It appeared that the necessity for a professional organization which would enhance the public perception of social work and provide professional standards for social workers was not one perceived as important by many members and practicing social workers who were not members of the Association. The negativism overshadowed everything the Executive and Council tried to do and, although it was somewhat discouraging, the members present at the AGM decided to form a Committee to study the situation but in the meantime they would forge ahead and continue efforts to make the Association more effective.

**NSASW and the Social Service Workers Association** - Major discussion throughout this period was with the Interim Council of the proposed Certified Social Service Workers Association (CSSWA) for practitioners who did not have professional education in social work. Within the NSASW there continued to be a difference of opinion about whether or not this group of people should be incorporated into NSASW. Some members wanted the NSASW to include the social services workers and believed their inclusion would strengthen the organization while other members felt such inclusion would weaken the goals and mission of the NSASW.

There were two strong external entities related to this issue; the Department of Social Services and the Maritime School of Social Work. The Department of Social Services was the major employer of both professionally and non-professionally educated staff in social welfare. The Maritime School of Social Work was the leading institution for professional social work education.

The Department had to consider the issue from the viewpoint of the professionally trained social worker and the non-professionally educated social welfare worker. Throughout the exchanges between the Department, the Association and the Maritime School of Social Work all aspects of the controversy were addressed. Finally, the then Deputy Minister, Dr. Fred MacKinnon, stated the Department's position in a memo dated September 1976.<sup>18</sup> Although pessimistic about the NSASW resolving the issue, he felt there should be a single, unified organization that would include all workers in the social welfare field. In his opinion it was too late for NSASW to open up its membership to those without professional education; something he thought should have been done when the Association was formed under the Social Workers Act of 1963.

Faculty from the Maritime School of Social Work viewed the inclusion of non-professionally trained persons in NSASW as having great potential to lower the standards and professionalism of the organization. The MSSW had invested tremendous time and effort in the development of professional social work education since the 1940's, the creation of the NSASW and felt a move toward inclusiveness would undermine the work done to establish the credibility of the profession and gain the confidence of the public.

In light of the existing divisiveness of members on the issue, the positions of the Maritime School of Social Work and the Department, after several meetings with the CSSWA, the Council decided to work with the group to have legislation passed establishing the CSSWA as an organization representing social service workers. If passed this would mean two organizations would represent practitioners in the social welfare field.

**Social Action** - In spite of the lack of member involvement in committees, the Social Action Committee under the Chairmanship of Alexa MacDonough was very active throughout the year. It worked with the social service workers on their draft legislation, prepared a brief on the Young Persons in Conflict with the Law which it presented to the Department of Welfare and the Solicitor General's Legislative Committee, prepared statements on the unmet needs of blind person and on Capital Punishment, as well as, numerous other issues. Regardless of its work, the Committee remained concerned that members had not responded to its invitations for input on

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18 NSARM (RG 72, vol. 160, file #18)

the various issues and concerns and viewed the lack of involvement as both discouraging and diminishing the Association's capacity for social action.

Even on the topic of salaries about which members expressed considerable concern, the Association had difficulty engaging its members. The issue here related to a discrepancy in salaries between social worker and psychologists employed by the provincial government. Psychologists with MA degrees were classified at a higher level than social workers with MSW degrees. The Association was pursuing the matter with the Civil Service Commission.

Throughout the next year (1976-77) many of the previous issues and concerns remained and continued to be actively pursued. The Council tried to revitalize the Association by becoming more active on the Admissions Committee of the Maritime School of Social Work, seeking the input of membership in establishing the goals and objectives for the organization, stepped up publication of the Newsletter, established area representatives to provide a province-wide viewpoint and developed interest groups to stimulate participation by members. Council also agreed to reopen the issue of licensing and establish a closer relationship with the social services workers association. In a similar vein the Association was meeting with the Civil Service Commission about the compensation of social workers with either a BSW or an MSW at the field level and in supervisory positions.

The  
Fourteenth  
Annual  
General  
Meeting  
May 5-6, 1977

**The 14<sup>th</sup> Annual General Meeting** - There was an aura of optimism at the May 5-6, 1977 Annual General Meeting of NSASW and renewed energy to make the Association a viable, influence as a professional body.<sup>19</sup> The Membership Committee suggested the NSASW reorganize itself from the bottom up during the coming year.

**Council 1977-78** - The files reviewed did not contain a list of Council members but it was specified that Bill Twaddle was President. Based on committee reports it appears that the Council may have been the same as the year before. In the autumn 1977 Newsletter there was mention of the fact changes had been made to Council. Diane Keays, Stewart Brown and Laurie Hancock resigned from their positions on Council. Two of the positions were replaced when Ken Rutten became Vice-President and Beverly d'Entremont took on the role of Chair of the Social Action Committee.

The President's Report at the AGM<sup>20</sup> notes that 9 Council meetings were held during the year. In addition, the following activities occurred:

- the Executive reconstituted itself and Council became more actively involved in the Admissions Committee of MSSW
- the membership began to outline the goals and objectives for the Association
- the Newsletter became a more regular publication
- area representatives gave Council a broader view of provincial activities
- more interest groups were developed
- it was agreed public releases would be labeled as "the view of the NSASW Council"
- Council had input into the development of the BSW Program at MSSW
- objectives were set for 1977-78 such as licensing issues be reopened, efforts be made to get closer to the welfare workers association, greater participation of members be encouraged.

There were as well several other notable items discussed at the AGM:

19 Minutes of the NSASW Annual General Meeting and Annual Report, May 5-6, 1977. Location: NSARM (RG72, vol.160, file# 9)

20 NSARM (RG 72, vol. 160, file #9 – Annual Reports)

- Sharon O'Connor reporting for the Standards of Practice Committee noted that the social service workers legislation was considered in the Legislature but its future was uncertain. This provoked a discussion of the legislation and again raised the question of whether NSASW should reconsider merger rather than have two separate organizations.
- the Social Action Committee under the Chairmanship of Diane Kays presented a brief to the Social Services Council on Housing and Supportive Care Services, wrote a letter to the Minister of Health regarding the lack of social services at Dartmouth General Hospital, wrote to the Premier and the Minister of Welfare about the closing of the Yarmouth Children's Development Centre; and, responded to the proposed licensing of health professions and mental health legislation;
- CASW and provincial organizations agreed on a fee formula for provincial membership in the organization - The formula was based on an equitable per capita ratio which meant NSASW's actual fee would be reduced after the phase in period.
- Due to problems in getting amendments to the Association's By-Laws passed by the Governor in Council, difficulties were experienced with members of NSASW becoming members of CASW - Amendments were requested due to the dissolution of the two branches of CASW. The delay in getting the amendments passed meant delays in revising the membership of the Discipline Committee, allowing representation from regions on Council revision of the Nominating Committee membership, allowing members with a diploma to do Private Practice and allowing Council to negotiate with CASW on behalf of the Association.

**Life Members** - A membership list for 1977 listed the following life members: Thomas M. Blue, Lawrence T. Hancock, Sister Jane MacKenzie, Dr. Fred MacKinnon, Frances Montgomery, Lillian Romkey, Gwen V. Shand, Sister Mary Clare, and Mrs. Freda Vickery.

The Fifteenth  
Annual General  
Meeting  
May 3, 1978

**The 15<sup>th</sup> Annual General Meeting** - At the Annual General Meeting on May 3, 1978, Cameron MacDougall was President.<sup>21</sup> The major concerns noted in the President's Report were the licensing of health professionals, standards of practice and the aloofness and lack of involvement of members.

**Council Members** - 1978-79 Council members were: President - Cameron MacDougall; Past President - Bill Twaddle; 1<sup>st</sup> Vice President - Betty Curran; 2<sup>nd</sup> Vice President - Ken Ruttan; Secretary - Elizabeth Bissett; Treasurer - Greg Beranger; CASW Board representatives - Cameron MacDougall and Betty Curran. Chairs of Committees were: Membership - Marie Kavenaugh; Public Relations - Greg Gammon; Social Action - Beverly d'Entremont; Program - Jo Skilton; Standards of Practice - Mel MacNeil; and, Nominating - Sharon O'Connor. Regional representatives were: Cape Breton - Marie McAdam; Valley - Thelma Chute; and, South Shore - Elizabeth Douma. The Board of Examiners appointees were: Bonnie Ramsay, Harold Beals, Jeannette Dwyer, Gail MacDougall, Daniel O'Brien, and Cuthbert Gifford. There was one vacancy to be filled.

**Licensing of Health Professionals** - In terms of the licensing of health professionals, a report had been produced by the provincial government entitled "Report of the Committee on Health Professional Licensure". The NSASW had not been consulted during the discussion and preparation of the Report even though social work was included in it. Coincidentally, at the same time this report was being prepared the Association was considering the licensing of the social work profession. In fact, the Cape Breton Branch had formed a committee to study the issue of licensure and make a recommendation to Council. Council strongly objected to the Health Professional Licensure Report which would give control over regulation of social work in health

21 Minutes and Annual reports of the Annual General Meeting of NSASW May 3, 1978. Location: NSARM (RG 72, vol. 181, file # 14)

settings to other, more elite professions within health. A Brief was prepared by NSASW and circulated to the government ministers involved. Ultimately, the proposed legislation was scrapped.

**The BSW Program** - With regard to the MSSW, the Council which was represented on the School's Planning Committee, supported the decentralization of the BSW program. This move was viewed as an opportunity for practitioners without professional education in social work to obtain it without leaving their jobs. The first site for the decentralized BSW Program was Cape Breton.

**An Old Nemesis – Member Apathy** - Much has already been written on member apathy. Although the struggle continued to involve members in various ways, at this AGM the President Cameron MacDougall once again noted how discouraging “the spirit of aloofness on the part of the membership...” was for NSASW. He also noted that the Cape Breton Branch was experimenting with assigning tasks to small committees on an ad hoc basis in an effort to get members to become more involved.

**Financial Problems for CASW** - CASW continued to experience financial woes. Expenditures had risen while revenues from membership fees, publications and projects had decreased. The national organization was in financial crisis to the point that adjustments such as reducing office staff and space, selling off office equipment, delaying replacement of staff, reducing the number of Board meetings had to be made to offset the reduced income. Regardless, the national organization was viewed as having an important role to play in the future in terms of preparing and producing publications for members, developing and offering insurance programs for members, providing a clearing house for information and communication between provincial members, and preparing policy papers on specific national issues.

The  
Sixteenth  
Annual General  
Meeting  
April 19, 1979

**The 16<sup>th</sup> Annual General Meeting** - In the absence of the President, Cameron MacDougall and the Vice-President, Harold Beals the April 19, 1979 AGM<sup>22</sup> was chaired by the Past President, Bill Twaddle with thirty members present. By the time this AGM was held the NSASW was undergoing change. Vivian Bright had been hired as Executive Secretary and the Board of Examiners chaired by Bessie Harris had approved thirteen new members during the year.

**Council Members 1979-80** - Members of Council for 1979-80 were: President – Harold Beals; Past President – Cameron MacDougall; 1<sup>st</sup> Vice President – William Middleton; 2<sup>nd</sup> Vice-President – Brian Kasouff; Treasurer – Greg Beranger; Secretary – Majorie MacKinnon; Chair, Board of Examiners – Bessie Harris; Chair, Membership – Janis Aitkens; Chair, Program – Patricia Sinclair-Faulkner; Chair, Standards of Practice – Mary Lou Courtney; Social Action – Beverly d'Entremont; Education – Rosemarie MacLellan; Public Relations – Greg Gammon; Chair of Sub-Committee on Licensure – Andrew Arsenault. The South Shore representative was Elizabeth Douma and the Cape Breton representative was Greg Andruyshun. Bonnie Ramsay and Sharon O'Connor were appointed to the Board of Examiners.

**On-Going Concerns and Issues**- In his report the outgoing President mentioned that the Association was still encountering a problem with member participation in the activities of the Association. Various attempts to stimulate more interest and involvement had little result. This was an area the Association would continue to address in the years ahead.

At this point the Association was heavily involved with the Maritime School of Social Work and had six representatives on various committees at the School. Member involvement in the Association continued to be a problem but in spite of this, the Association undertook numerous activities during 1978-79. For example, the

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22 Minutes of the Annual General Meeting of NSASW, April 19, 1979. Location: NSARM (RG 72, vol.189, file #9)

Public Relations Committee (Chairman – Greg Gammon) had developed and published a brochure titled, “The Professional Social Worker: Meeting the Challenge” which was geared toward educating the public about the role of the profession.

The pros and cons of mandatory registration and licensing for members had continued to be studied throughout the year by a committee chaired by Andrew Arsenault. A report prepared by the committee recommended mandatory registration as the preferred direction for the Association.

**Amendments to By-Laws** - Between 1975 and 1979 NSASW had difficulty getting amendments to its By-Laws passed and approved by the Governor-in-Council. This was a frustration for the NSASW and affected the ability of members to join CASW. Three times over this period the By-Law changes had been submitted and rejected without explanation. Council wrote to the Minister of Community Services but made no progress on the issue. Finally a memo dated February 7, 1979 written to the Minister by Timothy Daley, a lawyer and graduate social worker, in the Department offers an explanation for the delays. According to the memo the delay was due to an alleged controversy within the Association which was of concern to the Department. The Department was reluctant to move forward amendments which did not have the support of the general membership of the Association. Two reasons were cited for this belief:

- criticism by some Association members who were also members of the faculty at the MSSW created animosity toward the Association
- the amendments were thought to constitute restricted practice which was in fact not true.

Mr. Daley explained to the Minister that the amendments actually broadened practice by providing for the inclusion of persons with a diploma in social work and two years experience as a member of the Association with the title, Registered Social worker. Although not stated anywhere in the file, one can speculate that Mr. Daley’s intervention and explanation to the Minister cleared the way for the eventual approval of the amendments to the By-Laws.

Cameron MacDougall who had been involved with CASW in trying to resolve its financial crisis provided a status report. The organization had succeeded in addressing its financial woes and the situation had stabilized. As a result of the work accomplished, the CASW was able to hire an Executive Director. The prediction of a bright future for the organization seemed to be becoming a reality. Also of note in relation to CASW was an impending visit to Nova Scotia by Gweneth Gowanlock the Executive Director in October, 1979.

**Associate Membership** - Associate membership in the Association was becoming a problem for social service workers and the Board of Examiners reported to Council that it was looking at the matter to determine whether or not it was possible to have an examination/process which would allow associate members to apply for full membership in the Association. Contact was being made with Social Work Associations in other provinces to determine what, if anything, they were doing in this regard. Of course, the crux of the matter was one often examined and discussed related to credit for competency and experience.

**Meeting with the Minister of Social Services** -In some ways the year ended on a high note with a Special Council Meeting held on December 3 with the Minister of Social Services, the Honourable Laird Stirling; the Minister of Health, the Honourable Gerald Sheehy and the Associate Deputy Minister of Health, Mr. Wayne Grady. The NSASW delegation headed by the President, Harold Beals, had an opportunity to discuss a plethora of subjects with the ministers and associate deputy including the following: Federal-Provincial funding for social services; the discrepancy between rising hospital costs and hospital budgets; funding of preventive health and social services such as homemakers, day care, family planning, transition houses; the role of the private sector in providing health and social services, the policy on family benefits for unmarried mothers; the departmental review of public assistance programs, the difficulty in getting the proposed amendments to the Social Workers’ Act passed and the government’s view on mandatory registration. On the latter issue it was

noted the Minister of Health was cautiously supportive and the Minister of Social Services much less receptive.

**Surviving the Decade and Carrying on the Tradition of Social Activism**– First and foremost, the decade of the seventies was a time when NSASW was primarily focused inward. After the excitement of becoming a provincial organization (NSASW) in 1963 and settling into the new structure, the mantra for the 1970s was member apathy and resulting reluctance to become involved in building a strong Association. The organization was struggling to survive and grow as a relatively new entity in spite of member discontent and apathy. In addition, there were a number of external pressures to be dealt with and some of them such as the discussions about and the gradual move to define more clearly membership requirements, registration (mandatory or voluntary), and licensure, contributed to the negativity the organization was experiencing.

Given the internal disruptions it augured well for the NSASW that the people in positions of leadership in the Association who were on Council, Chairs and members of committees and Branch Presidents were willing and able to address the issues confronting the organization and at the same time continue the tradition of social activism. As a quick review of the 1970s indicates, the Association took on issues, developed briefs and made presentations to government in pursuit of social justice and change for the betterment of both its constituents –e.g., the poor, disadvantaged, children in conflict with the law, the disabled - and its members (e.g., salary disparity).

The decade was also one in which the lethargy and malaise which seemed to overcome members in relation to their individual involvement in NSASW did not carry over into their involvement in their communities or workplaces. Individually, as a group of social workers and/or members of community groups and organizations, members worked with other leaders in their communities and engaged in their own activities geared toward attaining social justice for their clients. Much of what these individuals achieved in the 1970s remains as vibrant today as it was then in the form of such organizations as Family SOS, transition houses throughout the Province, group homes for children, and organizations such as the Homebridge Society (formerly the Association for the Development of Children’s Residential Facilities). There are far too many to list in this document but recently Marilyn Peers in an Article published in CONNECTION<sup>23</sup> recounted some of the social action activities by members in Halifax during the 1970s. This article provides a small taste of how individual and group activism took place.

**Summary** – Regardless of its struggles during the decade, by the end of the 1970s the Nova Scotia Association of Social Workers was cemented as an organization having been existence in its current form for sixteen years. It had endured battles for survival on several fronts. Some of the major issues it had sought to address such as mandatory registration and licensure would be carried over to the 1980s and beyond becoming even more intensely debated as efforts increased to move them forward.

The NSASW survived the 1970s and its membership continued to grow even though much of Council’s energy and efforts were consumed by its many attempts to address member apathy and resulting lack of involvement in the organization. Unfortunately, the issue, unresolved in the 1970s, would be an on-going one for successive Councils. On a positive note, it was also the issue which brought to the forefront the determination, commitment, strength and will to endure of the members who fought to create a strong professional organization for social workers in Nova Scotia.

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23 Peers, Marilyn, RSW. CONNECTION, - Vol. 17, number 1, pages 6-8. “Advocacy Remembered”. Nova Scotia Association of Social Workers: Halifax, Nova Scotia. March 2011

## Chapter - 4

### Seriously Considering Options for Social Work Regulation (1980's)

The commitment and energy of the leadership and the members of the Association spilled over into the 1980's. Grappling with the realization that all social workers were not interested in being part of their professional association was difficult to comprehend by those who were committed to this thought from the beginning. The dream of an organization that represented all social workers in the province was not realized and like a client who is in denial the Association tried to implement a number of remedies to encourage and include those who resisted. The 1980's would see continuing efforts to include non-compliant social workers with very little success.

There was also the realization that there were a large number of persons working in the social services field who were not eligible to join the professional association due to their lack of social work education. These were persons working in the government social services such as child welfare, social assistance and social development areas with various academic and experience backgrounds working side-by-side with professional social workers. They were known as welfare workers or social service workers and had formed their own loosely organized organizations. Although efforts were made to include them in the Association, these efforts were not successful and further attempts were abandoned.

The leadership of the Association was determined to "go it alone" by the end of the 1980's after abandoning the idea of being able to include all workers in the social services field. This was a reasonable position because all other avenues for inclusion had been explored and it was now an appropriate time to ensure that the profession remained a viable and relevant entity.

The  
Seventeenth  
Annual General  
Meeting May 8,  
1980

**The 17<sup>th</sup> AGM<sup>1</sup>.** The decade of the 1980's began with the 17<sup>th</sup> AGM where 37 members were present at the annual meeting, which was held at Dalhousie University in the McMechan Auditorium, and Harold Beals was President.

**AGM Highlights** - A special presentation was made at the AGM in the form of a scroll recognizing Dr. Fred MacKinnon's contributions to social services provincially and nationally as well as the CASW and NSASW presented to him by Bob Haley on behalf of NSASW. Mr. Haley related some of the highlights of Dr. MacKinnon's career upon his retirement as Deputy Minister and Dr. MacKinnon, upon accepting, spoke of the early days of the national and provincial associations and the changes in these organizations that he witnessed over the years.

Mandatory Registration was prominent in discussions at the 1980 AGM. It was evident that members were not clear in the understanding of the terminology. A great deal of vagueness and lack of consensus of opinion that lead to questions such as: who would control registration? Harold Beals in his annual report to the AGM mentioned that: *"Our intention will be to ascertain how feasible Mandatory Registration would be or what adjustments need to be made to make it feasible"*<sup>2</sup>.

There was a sense of urgency in getting the Association's position clearly presented to government. The Council called upon Andrew Arsenault, a member from Cape Breton who had done work on the regulation

1 The Minutes of the NSASW Annual General Meeting of May 8, 1980 - Location: NSASW Documents and Reports, NSASW Archives

2 Nova Scotia Association of Social Workers, Annual Reports of the 17<sup>th</sup> Annual Meeting, May 8, 1980. Location: NSASW Documents and Reports, Archives of the NSASW.

of social work previously, to acquire the help he needed to prepare a clear position on mandatory registration and to have it available for discussion at the Council. It would form the basis for the Council to present to the relevant Ministers of the province. The hope seemed to be that if the Association could clarify its position it would engage the Ministers of Community Services, Health, and Education as key Ministries to support the Association in its quest for change in the legislation.

***The nominating Committee listed the incoming members of the NSASW Council for 1980-81:*** President - Harold Beals; Past President - Cameron MacDougall; 1<sup>st</sup> Vice-President - Bill Middleton; 2<sup>nd</sup> Vice-President - Ron Stratford; Secretary – Marjorie MacKinnon; Treasurer - Marie Gallant; Chair, Membership - Carol Short; Chair, Public Relations - Nancy King; Chair, Program - Vorna Butler; Chair, Social Action - Mona Bordage; Chair, Standards of Practice - Mary Lou Courtney; Chair, Social Work Education - Greg Gammon; Chair, Nominating - Eileen Knudsen

Regional Reps: Cape Breton - Greg Andrusyshyn; Valley – Vacant; South Shore -Vacant

CASW Reps: Harold Beals and Bill Middleton

Members of the Board of Examiners: Sharon O’Connor; Gail MacDougall; Daniel O’Brien; Cuthbert Gifford; Bev d’Entremont; Susan Drysdale and Bonnie Ramsey.

The Eighteenth  
Annual General  
Meeting, May  
14, 1981

**The 18<sup>th</sup> AGM**<sup>3</sup> of the NSASW was held at the McMechan auditorium at Dalhousie University. There were 43 members present and Harold Beals was President. There were 189 members in the Association as of May 1981.

**AGM Highlights** - There was extended debate on a motion to extend the privileges of student members. The idea was to encourage social work students to take a more active interest in the Association. A major complaint of students at the time was not having the right to vote at Association meetings or hold office on the Council. The matter was finally resolved at the 1981 AGM by approving an amendment to the By-laws which provided for student members to vote at Association meetings but not to hold office on the Council. However, another amendment was approved that provided for a representative student member to serve on Council who represented students at the Maritime School of Social Work and was duly appointed by the student body at the school.

Two members of the profession distinguished themselves during the year and were singled out for recognition. Timothy Daley was appointed Judge of the Family Court and Alexa McDonough was elected leader of the Nova Scotia New Democratic Party. Both social workers were well known in the province for their contribution to the profession.

The Council became deeply involved in the selection of a new Director of the School of Social Work at Dalhousie University. Greg Gammon, a member of the Council, was asked to represent the Association on the university search committee. This enabled the Council to be kept well informed of the progress being made to locate a suitable candidate for this important position in the social work profession.

Another issue discussed at the AGM was the promotion of the profession. The Chairs of the Membership and the Public Relations Committee reported on plans to launch a PR campaign that would see a proposal prepared over the summer months and presented to Council in the fall for approval.

***Slate of incoming members of Council for the 1981-82 year:*** President - William Middleton; Past President

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3 The Minutes of the NSASW Annual General Meeting of May 14, 1981 - Location: NSASW Documents and Reports, NSASW Archives.

- Harold Beals; 1<sup>st</sup> V/P - Ron Stratford - 2<sup>nd</sup> V/P - Angus Grant; Secretary – Vacant; Treasurer - Joseph Power; Chair, Membership - Murray Manzer; Chair, Program - Vorna Butler; Chair, Social Action - Mona Bordage; Chair, Standards of Practice - Pauline MacDonald; Chair, Social Work Ed. - Rose Marie MacLennan; Chair, Nominating - Marjorie MacKinnon; Chair, Public Relations - Nancy King.

Regional Reps: Cape Breton Rep – Vacant; Valley Rep - Karl Roberts; South Shore Rep – Vacant.

CASW Reps: Ron Stratford and William Middleton

Chair, Board of Examiners - Beverley d'Entremont

Members of the Board of Examiners: Beverley d'Entremont, Gail MacDougall, Marie Gallant, Sharon O'Connor, Susan Drysdale, Dan O'Brien, and Bonnie Ramsey.

The Nineteenth  
Annual General  
Meeting, April  
29, 1982

**The 19<sup>th</sup> AGM<sup>4</sup>** of the NSASW noted that there were 49 members in attendance at the McMechan Auditorium at Dalhousie University and Bill Middleton was President.

**AGM Highlights** - There was more discussion on the regulation of social work and some frustration on the slowness of action and the need to “get on with it”. However, the view was also expressed to become fully knowledgeable on the issue and to ensure that a stricter form of regulation was a good thing for the profession in Nova Scotia.

Following the suggestion made at the previous AGM to promote the profession, mention was made that a social work student, Sandy Dalrymple, was hired over the summer months during 1981 to prepare a proposal and her recommendations were being studied by the membership Committee.

**Members of Council for 1982-83:** (taken from the first Council meeting after the AGM on May 31, 1982 as the Nominating Committee report could not be located)

William Middleton; Alex Bruce; Gail MacDougall; Freda Butler; Joe Power; Cameron MacDougall; Eileen Knudsen; Harold Beals; Jessie Casey; Marjorie MacKinnon; Angus Grant; Ron Stratford; Marjorie MacDonald; Karl Roberts; Gwen Fitzgerald; Andrew arsenault; Phillip White; and Vivian Bright (Ex. Secretary).

The Twentieth  
Annual General  
meeting, April  
28, 1983

**The 20<sup>th</sup> AGM<sup>5</sup>**. The President was Bill Middleton and there were about 50 members in attendance at the Mecham Auditorium at Dalhousie University. The annual reports of 1982-83 were distributed and approved.

**AGM Highlights** - It was noted in the Council minutes of June 28, 1982 that Ruth Fisher was the new Executive Secretary who recorded the minutes and Vivian Bright was thanked for her work as past secretary.

It was noted in the Council minutes of October 4, 1982 that the Association had secured its first office space located in an office at Hancock Hall provided by the MSSW.

There was discussion about the need to approach political parties to address social policy matters. A motion was

4 The Minutes of the NSASW Annual General meeting of April 29, 1982 - Location: NSASW Documents and Reports, NSASW Archives.

5 The Minutes of the NSASW Annual General Meeting of April 28, 1983 - Location: NSASW Documents and Reports, NSASW Archives.

passed for the Council to approach all political parties to discuss issues and to get support for positions taken.

There was more discussion on social work regulation and a new report from an ad hoc committee co-chaired by Alex Bruce, Public Relations and Eileen Knudsen, Membership. It was obvious that whenever the matter was discussed, members of the Association appeared to be divided on whether the current legislation should be changed or not. It was agreed that the membership would be polled to help decide if the Social Workers Act should be changed to accommodate a different form of regulation.

**Members of Council for 1983-84:** Executive: President – Angus Grant; Past President – Bill Middleton; 1<sup>st</sup> Vice President – Beverly d’Entremont; 2<sup>nd</sup> Vice President – Marilyn Peers; Secretary – Gwen Fitzgerald; Treasurer – Mary Pothier;

Committees: Membership – Eileen Knudsen; Program – Mary Liz Greene; Social Action – Freda Bradley; Social Work Education – Gail MacDougall; Standards of Practice – Barry McFarlane; Nominating – Ron Stratford; Public Relations – Alex Bruce;

Representatives: CASW – Gwen Fitzgerald; Student – Brian Paris.

Regional Representatives: Cape Breton – Vacant; Valley – Barry Costello; South Shore – Patricia Steele;

Board Of Examiners: Cameron MacDougall (Chair); Debbie Burris; Harold Beals; Joseph Power; Ray Carlson; Judge Murray North.

The Twenty  
First Annual  
General  
Meeting, April  
26, 1984

**The NSASW 21<sup>st</sup> AGM<sup>6</sup>** was presided over by the President Angus Grant. Meeting was held at Dalhousie University and there were 42 members present at the meeting.

**AGM Highlights** - The President reported that the Council had met several times during the year with the Minister and Deputy Minister of Social Services which proved to be very useful. Meetings were also scheduled with Sandy Cameron, the leader of the Liberal caucus and Alexa McDonough, leader of the NDP caucus. A unique attempt to increase the size of the NSASW membership was a friendly contest between the President, Angus Grant, and the Past President, Bill Middleton. Each challenged the other to bring in the most new members during the year. The results were posted at the AGM with Angus capturing six new members and Bill five new members. This was a lighter side to the perpetual problem of trying to find new ways of encouraging eligible non-members to join their professional association, which continued to be a concern to the Association.

**Members of Council for 1984-85** (recorded from the Council minutes of June 4, 1984- the Nominating Committee report could not be located in the 1984 AGM minutes): Angus Grant (President); Paul Giraird; Gwen Fitzgerald; Robert Britton; Beverly d’Entremont; Barry Costello; William Middleton; Marilyn Peers; Elaine Bishop; Molly Richnitzer; Judith bates; and Ruth Fisher (Ex. Secretary)

The Twenty  
Second Annual  
General  
Meeting, April  
25, 1985

**The NSASW 22<sup>nd</sup> AGM<sup>7</sup>** –The Annual meeting was held on April 25, 1985 at Hancock Hall, MSSW. There were 37 members in attendance. Angus Grant was President.

**AGM Highlights** - Several matters were raised for discussion at the AGM, for example: The need for members to pay for the annual workshop especially when bringing in speakers from outside the province. Most members did not agree stating that the workshop should be considered a member service provided by the Association and would help to demonstrate the value of paying membership fees. A suggestion was made to include malpractice insurance in the membership fee and the feasibility was referred to the Council to review. The possibility of holding annual meetings outside the \

6 The Minutes of the NSASW Annual General Meeting of April 26, 1984 – Location: NSASW Documents and Reports. (The Annual Reports for 1983-84 could not be located)

7 Minutes of Council and AGM for 1985. Location: Black binder labeled Council Minutes, 1985-89, NSASW Library (Annual Reports for 1984-85 could not be located)

metro Halifax area was raised but was not pursued because it was thought that attendance would decrease. A suggestion was made for the Association to provide a scholarship for students attending the Maritime School of Social Work especially for part-time students, as they were not eligible for Dalhousie scholarships.

**Members of Council for 1985-86:** Beverly d'Entremont – President; Angus Grant – Past President; 1<sup>st</sup> V/P – Marilyn Peers; 2<sup>nd</sup> V/P – Tom Cleary; Freda Bradley – Secretary; Pat Forrestall – Treasurer;

Chairs of Committees and Board: Molly Rechnitzer – Chair, Board of Examiners; Ann Lou King – Membership; Gale MacDougall – Nominating; Jan Greenough – Program; Ann Keith – Public Relations; Jane Craig - Social Action; Judith Bates – Social Work Education; Sister Virginia Turner – Standards of Practice;

Regional and other Representatives: Doreen Joseph – Cape Breton; South Shore – Ed McClare; Valley – Vacant; Maritime School of Social Work – Dan O'Brien; MSSW Student – Carol Shepherd Conrad.

The Twenty  
Third Annual  
General  
Meeting, May  
1, 1986

**The NSASW 23<sup>rd</sup> AGM<sup>8</sup>** – The Annual meeting was held on May 1, 1986 at Hancock Hall, MSSW in Halifax. There were 45 members attending and Beverly d'Entremont was president.

**AGM Highlights** - Council reviewed the issue of including malpractice insurance in the membership fee during the year but no action was taken because the advice was that membership fees could not be used as an income tax deduction if this was done. Ms. d'Entremont noted accomplishments of the Social Action Committee and the development of the Atlantic Women's Conference to be held in Halifax. The first meeting of the Atlantic Associations of Social Workers was held in PEI and it was agreed to meet yearly.

The Public Regulation Committee chaired by Marilyn Peers who recounted the work of her committee and reported that the committee had reviewed the Alberta legislation, the Nova Scotia Psychologist's legislation and completed a thorough review of the current social work legislation to come to the conclusion that our own legislation could be revised to better protect the title. After some discussion a motion was approved to pursue mandatory registration and not licensing as the most successful route to follow at the time.

An extensive report was prepared and presented to the provincial Task Force on Family and Children's Services. Topics put forward for consideration by the Task Force were: a rating system for child welfare caseload sizes; better funding formula for agencies; support services to care for children in the home; social workers with professional degrees should be hired before non professionals; wider use of the child abuse registry to include adoptions and families moving from outside the community or other provinces; and the need for treatment centres for juvenile offenders.

**Members of Council for 1986-87:** Beverly d'Entremont – President; Angus Grant – Past President; 1<sup>st</sup> Vice President – Marilyn Peers; 2<sup>nd</sup> Vice President – Tom Cleary; Secretary – Freda Bradley; Treasurer – Pat Forrestall;

Chairs of Committees: Membership – Ann Lou King; Nominating – Gail MacDougall; Program – Jan Greenough; Public Relations – Ann Keith; Social Action – Jane Craig; Social Work Education – Judith Bates; Standards of Practice – Sister Virginia Turner

Representatives: Cape Breton – Doreen Joseph; South Shore – Ed McClare; Valey – Vacant; MSSW – Dan

8 Minutes of the May 1, 1986 AGM. Location: Black Binder, labeled Council Minutes, 1985-89, NSASW Library. (Annual Reports for 1985-86 could not be located)

O'Brien; MSSW Student – Carol Shepherd Conrad.

Board of Examiners – Molly Rechnitzer

The Twenty  
Fourth Annual  
General  
Meeting, April  
23, 1987

**The 24<sup>th</sup> AGM**<sup>9</sup>. There were approximately 60 members present at the meeting held at Hancock Hall. Marilyn Peers, 1<sup>st</sup> V/P, was acting President as the President, Beverly d'Entremont, was not present for the AGM and had been on an extended leave of absence during 1986-87.

**AGM Highlights** - Mary Hagen, Executive Director of CASW, was present at this AGM. A life membership was conferred on Bishop Colin Campbell, Bishop of Antigonish at the AGM.

The Public Regulation Committee presented another draft of the proposed social work legislation. It indicated that the substance of the legislation had not changed substantially but that the title of “social worker” had been protected. One controversial proposal was the reduction of the size of Council that left regional social workers un-represented. The committee was asked to review this issue further. Discussions were being held with the Civil Service Commission on the use of the term “social worker” within the provincial civil service. It was stressed that before government would consider any changes to the legislation, the membership had to be united.

A long- standing issue of wide differences in salary paid to professionals in the mental health field especially among staff in nursing, psychology and social work was raised at the AGM. As a result there was a suggestion that the Association form a committee to study the matter of salary parity among master level professionals working in the mental health field.

Further agreement was received from the Department of Social Services that the Department would support changing the term “caseworker” to “social worker” in civil service pay scales and that the best qualified people would be hired. This was apparently a result of the long standing concern that the government classification system did not recognize the profession of social work and at times would hire non professionals to fill positions that the Association thought clearly required a professionally trained social work.

Approval was given at the AGM to establish a North Shore Region to serve the Antigonish, Pictou and Guysborough counties of the province. Tom MacNeil was approved to represent this region.

The Chair of the Social Work Education Committee, Jean Bremner, reported that on April 13<sup>th</sup> the Council had approved a bursary in the amount of \$250.00 to be provided to the Executive Council of Dalhousie University School of Social Work to be awarded to a social work student.

**Members of Council for 1987 – 88:** President - Marilyn Peers; Past President - Beverly d'Entremont; 1st Vice President - Freda Bradley; 2<sup>nd</sup> Vice President - Alex Bruce; Secretary - Mary Liz Greene; Treasurer - Mike Marentette

**Chairs of Committees:** Membership - Debbie Kaetz; Social Action - Jane Brackley; Program - Joan Harbison; Social Work Education - Jean Bremner; Nominating - Pat Hardy; Public Relations - Sharon O'Connor; Standards of Practice - Elizabeth Bissett-Sagar.

**Regional Representatives:** Cape Breton - Mel McNeil; South Shore - Jane Craig; Valley - Judy Balcom; North Shore - Tom MacNeil; MSSW Student - Larry Gautier; MSSW Faculty. - (to be appointed by MSSW)

9 The Minutes of the NSASW Annual General Meeting of April 23, 1987 - Location: NSASW Documents and Reports, 1985-87, NSASW Archives. (Annual Reports for 1986-87 could not be located)

CASW Representative: - Gail MacDougall

Members of the Board of Examiners: Debra Burris Chisholm (Chair); Harold Beals; Eileen Knudsen; Valerie O'Brien; Donna Curtis; Barbara Williams; Judge Elizabeth Roscoe; Gwen Fitzgerald.

The Twenty  
Fifth Annual  
General  
Meeting, April  
28, 1988

**The 25<sup>th</sup> NSASW AGM**<sup>10</sup>. There were about 50 members in attendance at the Captain William Spry Community Centre in Halifax. Marilyn Peers was President.

**AGM Highlights** - Mention was made of the Social Action Committee's report, "How will the Poor Survive", and the resulting Task Force set up by the Department of Community Services to study the recommendations. Mention was made that a revived Metro Branch was being considered. Meetings with the Deputy Minister and senior staff of the Department of Community Services were continuing and apparently considered to be successful in discussing critical issues such as: social work positions to be filled by social workers rather than professionals with other qualifications and was supported by both the opposition parties in the legislature; disparity in social worker salaries; and proposed amendments to the Social Workers Act.

There was discussion on student membership and the Board of Examiners indicated that a student member could automatically be registered as a social worker upon proof of graduation under the current legislation. This was not considered acceptable and an amendment to the By-laws was approved to ensure that a student member had to reapply for registered status and be approved by the Board as with any other application for registration. Also, all applications for student membership had to be approved by the Board of Examiners with proof of enrollment in the Maritime School of Social Work or other university faculty of social work recognized by the Board.

It was reported that the Public Regulation Committee's work would be concluded soon and that a final draft of the proposed changes to the Social Workers Act would be sent to the Minister of Community Services.

***Members of the incoming Council elected for 1988 – 89 were:***

President - Marilyn Peers; Past President - Beverly d'Entremont; 1st. Vice President - Freda Bradley; 2nd. Vice President - Alex Bruce; Treasurer - Mike Marentette  
Secretary: Donna Hammond

Chair, Board of Examiners: Harold Beals

**Chairpersons of Committees: Membership:** Paul Beaudoin; **Social Action** - Barbara Blouin; **Program** - Susan Bennett; **Social Work Education** - Debbie Kaetz; **Public Relations** - Sharon O'Connor; **Standards of Practice** - Elizabeth Bissett-Saqar; **Nominating** - Pat Hardy

**Regional Representatives:** Valley - Daphne Bishop; South Shore - Jane Craig; Cape Breton - Mel MacNeil; North Shore - Vacant

CASW Rep. - Gail MacDougall  
MSSW Faculty Rep. - Dan O'Brien

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<sup>10</sup> The Minutes of the NSASW Annual General Meeting of April 28, 1988 - Location: NSASW Documents and Reports, 1988-89, NSASW Archives.

The Twenty  
Sixth Annual  
General  
Meeting, April  
27, 1989

**26<sup>th</sup> Annual General Meeting<sup>11</sup>**. The 26<sup>th</sup> AGM was held at the Captain William Spry Community Centre with about seventy members in attendance and Marilyn Peers presiding.

**AGM Highlights** - It was noted that Rosemary Rippon, a member of the Association and Registered Social Worker was promoted to the position of Director of Child Welfare in the Department of Community Services. The Council held two sessions to review the structure of the organization and its strengths and weaknesses. The conclusion was that the workload of Council had increased and the Association should change from a reactive organization to a more active one. It was proposed that a small group consult with the membership through out the province to get their ideas on the future direction of the Association.

Marilyn Peers, President of NSASW, was a member of the government Task Force to review social assistance rates paid by municipal governments. It was noted also that Laurie Hancock, retired Director of the Maritime School of Social Work was to receive an honorary degree from Dalhousie University.

An up date on the progress of social work regulation was discussed as a result of the consultation with members through out the province. The Minister of Community Services was not able to present the proposed legislation in the Legislature, which was disappointing in light of the fact, that the professional associations in New Brunswick and PEI both had acquired licensure. As a result of this, a motion was approved to make licensure the goal of the Association as opposed to mandatory registration. The assumption was that the political climate must be favourable to push for licensure since neighbouring governments have agreed and this should encourage the Nova Scotia legislature to follow suit.

There was a predominant perception by social workers of being minimized in many quarters. The President, Marilyn Peers, noted that the work environment is not supportive of our goals as social workers. For example, salaries of social workers were falling behind other professions especially in the mental health field. Some hospitals did not have social work services, which was a requirement for hospital accreditation. There was a concern about the issue of racism in the education system and Council being on record for calling for an inquiry into the matter. There were other issues and concerns that the Council responded to during the year. At the AGM the President Marilyn Peers mounted what appeared to be a rally to encourage members to make their causes known to the public. At one point during her President's Annual Report she said: "...we are in transition on all fronts – no one is going to look after our interests – it is up to us! A personal commitment to the standards of our profession is important – sending articles and letters to the newsletter, organize our branches, increase our membership"<sup>12</sup>. Council had become a working group responding to injustices prevalent in the community all in addition to the work of the Social Action Committee. To continue in this manner would place high demands on Council members and a new structure was being contemplated to be more responsive in the future.

### ***Members of Council for 1989-90:***

President – Marilyn Peers; Past President – Beverly d'Entremont; 1<sup>st</sup> Vice President – Freda Bradley; 2<sup>nd</sup> Vice President – Alex Bruce; Treasurer – Mike Marentette; Secretary – Donna Hammon; Chair, Board of Examiners – Harold Beals; Membership – Paul Beaudoin; Social Action – Barbara Blouin; Program – Susan Bennet; Social Work Education – Debbie Kaetz; Public Relations – Sharon O'Connor; Standards of Practice – Elizabeth Bisset- Sagar; Nominations – Pat Hardy;

Regional Representatives; Valley – Daphne Bishop; South Shore – Jane Craig; Cape Breton – Mel MacNeil; North Shore – Vacant;

11 The Minutes of the NSASW Annual General Meeting of April 27, 1989 - Location: (NSASW Box #4)

12 Minutes of the 26<sup>th</sup> Annual General Meeting of the NSASW, April 27, 1989. Location: Black Binder in the NSASW Library.

CASW – Gail MacDougall;

MSSW – Dan O'Brien

### **Major Developments During the Decade**

#### **Discussion on the inclusion of eligible non-members:**

The NSASW President, mentioned in his 1981 annual report, that ad hoc committees had been set up to study three issues: regulation of social work practice; expanding the social work base; and setting examinations for RSW status. All three were related to finding ways of including more members into the Association. He mentioned that there were some in the Association that saw benefits to including all practitioners in the social work/social welfare field in the Association as well as social work students. Although the associate membership category was available to social welfare practitioners, this was not attractive to them because under the current By-law it would bar them from voting and attending meetings.

A specific proposal was presented for Council discussion during 1980 that attempted to formulate a plan to raise the public profile of the Association. It included: advertising in the local media to clarify the role of the profession and what the public could expect from a RSW; prepare articles for the news media explaining the role of the Association; encourage employers of social workers to hire RSW's and to support their eligible current staff to obtain RSW status; explain the benefits of student membership and encourage students to join the Association; and explain the benefits of associate membership to social service workers in the province.

It was hoped that such a campaign would increase the awareness the public, employers, students and eligible non-members to learn about the organization and at the same time advise the public which may have been confused about the expertise of a social worker and their role as a helping professional.

A report<sup>13</sup> which reviewed membership statistics in NSASW over the 1970-79 decade, although it was not authored or dated, it appeared to relate to the discussion on the inclusion of non-members at the June 1980 Council meeting.

The report states that the average number of members in NSASW during the decade was 179.4 and noticeably, the number of members during the first part of the decade was higher than the last half of the decade. Reviewing the statistics for new members joining the Association, the report showed that the average number joining the association during the decade was 25.0 per year and the average for the first part of the decade was much higher than the last half (33.2 and 16.8 per year respectively). Noticeable also, was the number of students joining during the first half of the decade was much higher than the last half (an average of 14.2 from 1970-74 as opposed to an average of 1.4 from 1975-79). The dramatic change in students joining occurred beginning with the 1975 statistics.

The report also pointed out a particular problem of membership attrition faced by the Association at the time, which would be eliminated with the advent of licensing legislation. That is, each year the Association lost a significant number of members due to non-payment of membership fees. The average loss due to non-payment was 19.3 per year during the 1970's decade. Again, there was a greater loss during the last half than the first half.

These statistics confirm that the Association was undergoing a change beginning in the mid 1970's. Members seemed to be losing interest in the Association and the Council was struggling to find ways of generating

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<sup>13</sup> Review of Membership (1970 – 1979), Nova Scotia Association of Social Workers, Location: Minutes of the June 1980 Council meeting, NSASW Documents and Reports, NSASW Archives.

greater interest. The vast majority of members, eligible non-members, social welfare workers and students did not see the Association as meeting their needs and so refused to join or participate under the legislation of the day. Furthermore, since the legislation provided for voluntary membership, there was no way the Association could require registration and had to rely on persuasion to convince potential members to join the Association. Some members began to understand that in order for the Association to represent all professionals working in the social work field there would need to be a mandatory requirement to join. Furthermore, if the Association represented all people working in the social work field, the Association could be seen by the general public as requiring its members to meet specific standards of competency and practicing under an ethical code of conduct. These issues and many others led the way towards the move to licensure.

In an attempt to encourage non-members to join but who did not hold a university social work degree, a draft amendment to the By-laws was presented to Council to open up the associate member category. The proposal stated: *“Be it resolved that NSASW permit associate members to attend all general and special meetings of the Association and to take part in the discussions thereat and be entitled to vote and hold office”*. The motion was defeated due to the fear that it would weaken the Association because of the potential of large numbers of people in this category. However, by increasing the Association’s numbers this would have increased the visibility of the Association and encouraged more support for licensure and seen as less exclusive by government.

An amendment to the Association’s By-laws was proposed to change the criteria for student membership as a way to encourage students to become members of the professional Association. Some of the criteria suggested were that student membership be permitted for all full-time students in the BSW and MSW programs at the School and that students have full voting privileges and the right to hold office but limits were placed on the number of students who could hold Council positions. Also the student body at the School would be permitted to appoint one student as a member of Council. There was much discussion on this amendment because it permitted students to vote as well as hold positions as Chairs of Committees or members of committees. The original resolution was defeated but subsequent changes during the meeting managed to pass a final version that stated students “... shall be entitled to vote but not hold office, but may be a committee member with full committee member privileges”.

A further amendment to the By-laws governing the composition of Council proposed that a student member of NSASW who was a member of the student body of the School of Social Work could represent students on the NSASW Council if duly appointed by the student body.

The extended debate on this motion and subsequent amendments to the original motion revealed the conflict that existed at the time among members of the Association concerning the inclusion of a large group of potential members that might have controlling self-interest and take control away from the existing group of members. This same resistance was evident when discussion arose concerning the inclusion of members of the Social Service Workers Association. In both cases the group being considered for inclusion wanted voting privileges and the right to serve on the Council – two conditions that the Councils at the time were not able to accept. As a result, the Association had to turn back to the failed ideas of persuading eligible non-members to see the benefits of becoming members of the Association. Also the push to find ways of including students and persons working in the social welfare field was not proving realistic in light of the mood of a majority of the membership.

Much of the attention of the Association during the 1980’s was focused on the dwindling interest and participation of the membership in the work of the Association and proposing activities that would encourage those who were eligible, to join. In fact, many of those who were already members were often critical and expressed a low opinion of the Association and those who were eligible to join could not be convinced of the benefits of membership. A proposal to change the legislation to licensure was seen by some as a way to resolve

the problem of lack of participation in the Association. Licensure was seen as an opportunity to include all social workers in the province under one regulatory authority and thereby ensure a basic level of knowledge, values, and skills for the profession. Finally, licensing would provide a mechanism to ensure accountability for practice and thereby a form of protection of the public which did not really exist under voluntary registration.

The early 1980's saw the Association preoccupied with finding ways to include more social workers in the Association. Two initiatives mentioned in the 1981 President's annual report to try and generate interest in the Association and attract and involve more members were: (a) a public relations campaign aimed at the general public and also eligible members who were not members of the Association; and (b) a new idea to provide a mechanism which would see the establishment of "institutes" for members and non members in a specific field of practice to meet together to advocate for public services and improve their knowledge and skills. In 1981 one such institute had been organized in the metro area in the field of family and children's services. The intent was that if workers in a specific field of interest could be brought together to discuss areas of mutual concern it might create interest in the value and importance of the Association. Unfortunately, the concept of institutes within the Association did not persist.

### **Licensure or Mandatory Registration?**

As various ideas to encourage the voluntary inclusion of eligible non-members failed to increase membership in the Association, thoughts turned to mandatory inclusion. Andrew Arsenault who headed a committee to explore mandatory registration, spoke of the need for more discussion on the subject at the 1980 AGM. There was confusion about many issues. For example: How to define mandatory registration? What benefits are there for the employer, the client, the social worker and the Association? What does the term social worker mean? Who will be registered? Mr. Arsenault indicated that his committee had a lot of work to do in order to assess the situation properly. He mentioned that he had a "nucleus" of a committee from the Cape Breton area to address these questions.

Comments from those in attendance at the AGM provided some insight into the thinking of the membership on the question of mandatory registration and were used by the committee to guide its deliberations. It was suggested that attention should be focused on mandatory registration for those eligible for membership in the Association. This would limit registration to those who met the eligibility requirements for membership but would end the discussion of extending registration to non-members who did not have a university degree. Since 1963, it was thought that voluntary registration was the first important step. However, if the Association were to proceed to mandatory registration, it would be necessary for the Association to have some real "teeth" in legislation to deal with such matters as the discipline of members, address salary differentials, and loss of social work jobs to other professions, etc.

In discussions the Council had with the Minister of Social Services and the Minister of Health during the year revealed that the Minister of Health was cautiously receptive to the idea of mandatory registration whereas the Minister of Social Services was less receptive, arguing that there was the potential for a "closed shop". The Social Work consultant in the Health Department at the time was William Twaddle, RSW, who was approached about how to promote mandatory registration. Mr. Twaddle explained that employment in health in the province had a requirement that a person had to be eligible for membership in their professional association and therefore, he advised that mandatory registration should be pursued by the Association. The Association should be ready, he explained, to stress its ability to set standards, have a code of ethics, and have the ability to discipline members if required.

The ad hoc Committee on Regulation of Social Work Practice was composed of members of the Cape Breton Branch and chaired by Andrew Arsenault. Members, in addition to Andrew Arsenault, included: Claire Nyiti; John MacGillivray; Marie MacAdam; Greg Andrusyshyn; Marjorie MacDonald; and Doreen Joseph.

Mr. Arsenault, committee chair, summarized the committee's work at the 1981 AGM. The report recounted the previous work of other committees that were tasked with the job of exploring the issue of mandatory registration. For example, a report on January 10, 1974 by an ad hoc committee on Certification and Licensing Process chaired by Dorothy Moore and a report of the Study Committee on Registration dated May 1974 chaired by Michael Marentette. Mr. Arsenault concluded that licensing would be more meaningful in meeting the concerns of the public and the professionals. However, to prevent the alienation of the professional and the non-professional, it would be necessary to give consideration to broaden the membership to include social welfare workers, child welfare workers and others giving them full membership privileges, yet perhaps restricting their practice to specific job responsibilities and task oriented jobs.

There was also the specter of an omnibus health licensing legislation that was proposed by the government Health Professional Licensing Committee in May 1974. Although the proposed legislation ensured that social workers in the health setting would be licensed by government and that there would be separate licensing authorities for each profession, it was a concern of the Association because if passed by the government, it would mean that only social workers providing services in the health setting would be licensed. This would put the Association in a position where the government licensed some of its members but not others. It would also take the responsibility for licensing out of the hands of the Association and give it to an arm of government.

Mr. Arsenault's committee also had the opportunity to meet with Gweneth Gowanlock, Executive Director of the CASW, who was preparing a report on the progress of regulation of social work in Canada. Ms. Gowanlock was able to show that provinces were discussing the issue of licensure but at that time no province had achieved it. She was also able to show that although NSASW had been one of the first provinces to have legislation for voluntary registration, it was one of the most restrictive as to eligibility. In many provinces the term social worker was meant to include other workers in the helping professions such as social service workers, child care workers and university graduates yet there was no process in NSASW to accept into full membership the majority of the workers employed by the Social Services Department.

Mr. Arsenault's committee had concluded that the Association should focus on licensure rather than mandatory registration. The Department of Social Services was seen as the appropriate department to assist with the preparation of legislation by members of government. The members at the 1981 AGM supported Mr. Arsenault's request for a mandate to pursue licensure legislation. A motion was passed "*... that the licensing committee be given a mandate to proceed further in the study of the question of licensing and to bring forward and present a report at the next annual meeting [1982] with recommendations for Council*"<sup>14</sup>.

Mr. Arsenault's committee had come to the conclusion that licensing was the preferred direction to pursue and the Association should get legal advice as to how to proceed. Protection of title only (mandatory registration) was not seen as important as protection of the public (licensure). However, the committee cautioned that if the direction to proceed was toward licensure, then the Association should look into the possibility of including other practitioners who were working in the field but did not have the university social work education.

During the study of a licensing model for social work regulation, attempts were proposed to include the large body of practitioners who were represented by the Social Service Workers Association, an informal body claiming to represent them. The prevailing attitude was that an attempt should be made to include them in any regulation scheme being considered. At the Council meeting of December 7, 1981 Andrew Arsenault and the President, Bill Middleton, reported they had met to discuss a proposed licensing format that included the licensing of both the members of the NSASW and the Social Service Workers Association. In this scheme an individual social worker and an individual social service worker would present their academic credentials to their respective associations. Each association would maintain its own registration criteria and approve the

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14 The Minutes of the NSASW Annual General Meeting of May 14, 1981 - Location: NSASW Documents and Reports, NSASW Archives.

individual or not. If approved, the individual's name would be forwarded to a Provincial Licensing Board where the individual worker and their employer would be notified.

Based on their report, the Council decided to open negotiations with the Social Service Workers Association regarding licensing and registration to determine if there was any interest in a joint effort at licensure. However, as discussions progressed it became obvious that this was not feasible because a formal organization did not exist to officially represent social service workers.

At the 1982 AGM the membership was still divided on the question of mandatory registration vs. licensure as the way forward but was determined to get on with the task of choosing a form of regulation that would be the best for the Association. It was generally felt that enough time had been spent talking about the issue and now was the time to act. To proceed to the next step the membership wanted to: study the legislations of other occupations, consider any financial implications for agencies, hold membership meetings to discuss implications, and ensure representation from the whole province on any planning committees. It was realized that although the Association needed to proceed with this issue, it needed to be properly prepared in order to have any chance of success.

Another interesting proposal made by the Council was to take a look at the current Act to determine if targeted changes could be made to provide more protection of the title, RSW. Therefore, amendments were presented to the 1982 AGM that attempted to change the meaning of the term, Registered Social Worker (RSW) to mean "social worker". The current act at that time used the term Registered Social Worker (RSW) as the protected title which was exclusively reserved for members of the Association. The Act did not protect the usage of the term "social worker" and therefore anyone could refer to himself or herself as a social worker without any accountability. An amendment was passed by the members attending the AGM to read: "*No person shall, unless s/he is a registered social worker, use the designation "social worker" or any abbreviation of such designation or any suffix or prefix or any words indicative as such designation or in any such manner seek to convey the impression that s/he is a social worker*"<sup>15</sup>. The Council and members of the Association were keenly aware that the public was confused as to what qualifications were required for a social worker to practice. They were faced with many different individuals who referred to themselves as social workers but had no recognized training as a social worker or, if had the training, were not compelled to be members of a professional body that could hold them accountable as competent to practice social work. However the amendment, although approved by the membership, was never passed by the provincial legislature and so never became law. Therefore, the Association abandoned the idea of making individual adjustments to the Act and eventually decided to pursue a major change to the legislation that would incorporate licensure and capture the same objective (and more) that became a reality in 1993.

An ad hoc committee on Public Regulation of Social Work, Co-chaired by Alex Bruce and Eileen Knudsen, chairs of the Public Relations and Membership Committees was set up by the Council to study mandatory registration and licensure. This committee reported on their work including membership meetings held in January 1983 in Halifax and February 1983 in Sydney. These meetings were organized to provide information to members on mandatory registration and licensure. A discussion panel to include Bill Middleton, Dr. Dan O'Brien and Charles Hayes from the psychologist's association was formed to lead the discussion. The Halifax meeting recommended that there be a vote at the next annual meeting to get a decision on what direction the Association should take on regulation.

A newsletter poll was placed in March 1983 issue of CONNECTION to determine the views of the membership on the three options - voluntary registration, mandatory registration, and licensure but only 32 replies were received. Because of this low response to the poll, a motion was made and approved at the 1983 AGM that all members be polled by mail ballot to determine whether or not a two thirds majority are in favour of changing

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<sup>15</sup> Minutes of the NSASW Council meeting of March 8, 1982, Location: Documents and Reports, NSASW Archives.

the current Social Workers Act. It was agreed that ballots were to be sent out in June and that a general meeting of the membership be held in November 1983 to finally determine if the Association should proceed or keep the status quo or proceed to make regulatory changes to the Social Workers Act.

The mail-in ballot was sent to the membership as directed at the 1983 AGM and the results showed that about 71% of the membership wanted a change to the Act that would provide a stricter form of regulation as the preferred direction for the NSASW. To ensure the legality of a mail ballot, legal counsel was consulted and confirmed that the mail-in ballot did not violate the Association's By-laws.

The second direction from the 1983 AGM was for a new committee to be formed to carry the process a step further by calling a General Membership meeting<sup>16</sup> that was held on November 24, 1983 in Halifax. As a result of the mail-in ballot the Association now had a clear mandate to proceed to make a change to the Act but the level of regulation was yet to be determined. The General Meeting appointed the new committee to include: Beverly d'Entremont (Chair); Angus Grant; David Henderson; Wayne Hollett; Bill Middleton; Harold Beals; Susan Drysdale; and Jackie Pace. The need to include a committee member from the Cape Breton region was noted and followed up.

At the 1984 AGM, the new Chair of the Public Regulation Committee, Bev d'Entremont, gave a set of principles and recommendations for how the Association should proceed toward the goal of stricter regulation. Details can be found in Chapter 7 on Licensure.

The minutes of the March 1986 Council meeting<sup>17</sup> indicated that the Public Regulation Committee planned to have a draft of new legislation ready for the membership to review at the 1986 AGM. The Chair of the committee, Marilyn Peers, thought that it would take at least two years to get the revised Act to the legislature with enactment estimated to be around 1990. The Minister of Community Services and the Deputy Minister were to be kept advised of each step of the progress being made.

At the 1986 AGM the Chair of the Public Regulation Committee, Marilyn Peers, reported that the committee had been meeting regularly since it was mandated at the 1983 AGM to research the need for increased regulation for the profession. Marilyn reviewed the work of the committee, which included the review of other provincial legislations, the draft Alberta Act, the Nova Scotia Psychologists Act and its recent implementation process. Also, a detailed analysis was made of the current Nova Scotia Social Workers Act with a view to making appropriate changes in it. The prevailing view at that 1986 AGM was the current legislation could be adjusted to protect the title, "social worker" and reflect tighter regulation therefore, members agreed that the Association should proceed with mandatory registration as the preferred goal rather than licensure, a more realistic outcome in light of perceived government support. A draft was to be prepared and presented for approval at the next AGM in 1987.

Members of the Public Regulation Committee at this time were: Marilyn Peers; Freda Bradley; Sr. Virginia Turner; Harold Beals; and Dan O'Brien. Mr. O'Brien prepared an article for the 1986 Fall Edition of CONNECTION to inform the membership on the need for stronger regulation of the profession in Nova Scotia. He listed several reasons why this was important to the membership:

*"...(the) tendency among employers to down-scale entry qualifications for social work positions; the loss of ground to adjacent professions; and the lack of an effective voice in the social policy/action arena all attest to the need for a strong, unified, professional association."*<sup>18</sup>

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16 Minutes of the General Meeting, November 24, 1983. Location: Council Minutes 1983-84, NSASW Documents and Reports, NSASW Archives.

17 Minutes of the NSASW Council meeting, March 1986, Location: NSASW Documents and Reports, 1985-87. NSASW Archives

18 NSASW CONNECTION, Fall Edition 1986, Location: NSASW library.

Mr. O'Brien went on to say that the voluntary nature of the current legislation creates a situation where only a portion of eligible social workers in the province are governed by the legislation "*...causing confusion for the public, absolve employers from taking us seriously as professionals and limit the impact of our social commentary.*"

In December 1986 the Council was considering the preparation of draft regulations for the new legislation and was planning to use the services of legal counsel to assist with the work. By the time the 1987 AGM arrived the draft was available for discussion as well as a summary of the major changes. Plans were being made for a special meeting of the membership in the fall of 1987 to discuss and vote on the proposals. Meetings were also being planned in the regions to discuss the changes.

The Council minutes<sup>19</sup> of June 1987 indicate that a date of October 1, 1987 had been scheduled for a special meeting of the membership in Hancock Hall at the Dalhousie School of Social Work to vote on the draft. At the meeting the discussion was led by Dan O'Brien and Ron Stockton, legal counsel. About 40 members were in attendance. More suggestions for changes were made at this time and it was learned that the Minister of Social Services had agreed to receive the document when it is finally submitted to the government for presentation in the Legislature. The Minister of Health also gave support for the final document. On a motion by Bill Middleton and Beverly d'Entremont, those present at the meeting approved the proposals unanimously<sup>20</sup>.

Freda Bradley, President of NSASW in 1989 reported that a meeting was arranged with the Deputy Minister of Social Services and senior Department staff on December 20, 1988 to present the proposed amendments to the Social Workers Act. A second meeting was held with the Minister, Guy Leblanc, on February 21, 1989 and in attendance was: the members of the Public Regulations Committee, the Association's legal counsel, Ron Pugsley, and senior Department staff Martha Crowe and Joe MacKinnon. It was uncertain during the meeting if the Minister would support the new legislation but stated later that he was not prepared to introduce the proposed Act at the current session of the Legislature. No reason for this decision could be located. The committee members were quite disappointed with this response since a lot of work had been done on the new Act and suggestions from the Minister were incorporated to the document as a result of the meetings with him and his staff. Also, both PEI and New Brunswick both had new licensure legislation enacted at that time. After this announcement a discussion followed regarding mandatory registration versus licensure. Up to this point the proposed legislation was modeled on mandatory registration as the form of regulation that was thought to have the best chance of being accepted and supported by the government. However, the frustration expressed by the committee and the members attending the AGM as a result of the delay in the Minister's support, a motion was made by Angus Grant that the Committee pursue licensure as a goal of NSASW as opposed to mandatory registration. The motion was seconded by Wayne Hollett and passed unanimously. The committee was encouraged to do what needed to be done including a special meeting of the membership to approve a draft legislation that embodied licensure. The President, Marilyn Peers, stated that the committee's draft legislation was written in such manner as to be easily changed from mandatory registration to licensure. The Chair of the Public Regulation Committee, Dan O'Brien, mentioned that the union of NS Municipalities has some influence in the Law Amendments Committee of the NS Legislature and therefore, the Committee plans to lobby the union and meet with them to explain the proposed changes to the Social Workers Act. The Public Regulation Committee continued work on the draft Act with the help of legal counsel, Ron Pugsley, who was engaged to represent the Association before the Legislative Committee. The Council agreed to allocate funds to allow for a consultation process with members regarding the proposed changes in legislation prior to the 1990 general annual meeting.

A special meeting of the membership held on October 14, 1989 at the Dalhousie School of Social Work's

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19 The Minutes of the Council meeting of June 1, 1987. Location: NSASW Documents and Reports, 1985-87, NSASW Archives.

20 The Minutes of the Special Membership Meeting of October 1, 1987. Location: NSASW Documents and Reports, 1985-87, NSASW Archives.

Hancock Hall with about twenty members attending with the President, Freda Bradley, presiding. In attendance were the Association's legal counsel, Ron Pugsley, and his assistant Rory Rogers. The reason for the meeting was to get a broader support from the membership to prepare for licensure as opposed to mandatory registration, which had been the previous mandate of the committee. Although only twenty members attended the meeting all members had been given prior notice and provided with information to assist them with understanding the need for a decision including a copy of the draft legislation and a paper entitled: "*Why the need for social work licensing?*"<sup>21</sup>

The President gave a brief summary of the Association's work to produce a stronger form of legislation that would provide better protection to the public and hold all those who practice social work more accountable for their practice. Part of her report is quoted here:

*"Freda Bradley reviewed the background of the Association, with voluntary registration since 1963 which provides weak public protection. As well, discipline was weak under the Social Workers Act. In 1983, an ad hoc committee was struck and a province wide vote resulted in a membership response in favour of mandatory registration. In the fall of 1987 a draft act was passed reflecting the changes requested by the membership for mandatory registration. Final changes were made with legal assistance, and passed by NSASW Council in Dec. 1988. This was then presented to the Dept. of Community Services, and the Minister asked to take the legislation forward as a private members' bill. Due to changes of three ministers over this period of time, the proposed Act was forwarded to the present Minister, Mr. Guy Leblanc, on January. 3, 1989 and a meeting held with him at the end of February. At the annual meeting of the Association held on April 27, 1989, a resolution was passed unanimously "that the Committee proceed towards licensure as the goal of the Nova Scotia Association of Social Workers."*<sup>22</sup>

A centrepiece of a rationalization for licensure was the erosion of social work positions at that time in Nova Scotia. Members had brought these concerns to the attention of the Association on many occasions and the assumption was made that if licensure legislation had been in place this would not be happening. Marilyn Peers, a member of the legislation committee, studied the staff changes being made by employers in the province and her findings were included in the minutes of the special meeting and are recorded here:

1. *"The Dept. of Community Services advertised the position of Director of Child Welfare, which could be filled by someone from any profession, and not necessarily that of social work. The Association challenged this, the appointment was then reconsidered, and a social worker, Rosemary Rippon was appointed to the position. Marilyn said that she feels that position would have been filled by a social worker in the first place if we had licensure in this province.*
2. *Council heard of a vacancy in a regional office in which 4 applicants applied, 3 were social workers and I wasn't, and the latter was appointed. The job classification and designation of social worker changed to caseworker by the Dept. of Community Services is a major hurdle to overcome. The Council questioned this change, was told that it was to be 'shelved', only to learn a week later that the civil service had not done this and that it was too late to make this change. Marilyn feels that there is a lack of understanding and support about the profession by the Dept. of Community Services. Mandatory registration has 'no teeth' in it and therefore no control over 'practice'.*

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21 Why the need for social work licensing?, attached to the minutes of the August 14, 1989 Executive meeting. Location: NSASW Documents and Reports, Minutes of 1988-89, NSASW Archives.

22 Minutes of the Special Meeting of the Nova Scotia Association of Social Workers, October 14, 1989. Location: NSASW Documents and Reports, Minutes 1988-89, NSASW Archives.

3. *Hospital settings often employ nurses instead of social workers, and there are currently three hospitals in this province with no social work departments. This has been challenged through the Canadian Association of Hospital Administration, in addition to writing directly to the hospitals involved, and it is hoped that the Canadian Association of Hospital Administration will correct this in time.*

*Marilyn feels that there will be a much better possibility of staffing social work positions with social workers if we have licensure in N.S. She noted the change in salary scales in (child) protection work to PR11 (V1), regardless of training or education, so that a person with a grade 12 education could receive a higher salary if he/she is doing (child) protection work, than someone having a BSW or MSW degree in the field of adoption work - this can mean a \$3000.00 to \$4000.00 differential in salary.”<sup>23</sup>*

Two motions were passed unanimously at the October 14, 1989 special meeting: (a) to obtain licensure for the profession; and (b) to accept the June 23, 1989 draft legislation with amendments.

By the end of the decade in December 1989 the Legislation Committee was suggesting that new members were needed to continue the work going forward. A suggestion was made that the committee be divided into two sections: one for setting the strategy and public relations and another for consultation with various groups such as government, unions, municipalities, professional organizations and other community organizations to work out any further details of the proposed legislation.

#### **The need to develop an examination:**

At the 1980 AGM, the Chair of the Board of Examiners, Bessie Harris, mentioned that the Board had received several requests from persons who were working in the social work field but could only qualify for RSW status by completing an examination as provided by section 5(2)(e) of the Social Workers Act (1963). Since the Association did not have an appropriate examination ready or available, there was a need to develop one and the Board was tasked with the job. The concern was that since people were making enquiries and wanting to join the Association, the Association should not be in the embarrassing position of saying that it was not ready (after 17 years) to use the section allowing membership for those who did not have the social work degree. The Association is responsible for implementing the Act and therefore to admit that it did not have a process was not acceptable. Also, subsection (e) could also be seen as another route to encourage non-members to join the Association.

The need for a reliable examination became the focus of attention by the Board of Examiners, Council and members during the early 1980's. The Social Workers Act of 1963 was clear that there were six different eligibility requirements for RSW membership in the Association at that time: (a) an MSW degree; (b) a BSW or equivalent degree; (c) a diploma in social work; (d) a member of the CASW prior to 1963; ***(e) has passed examinations prescribed by the Board and obtained experience in social work satisfactory to the Board***; or (f) a member of an association of social workers approved by the Board.

The regulations of the Board of Examiners specified the subjects that applicants would be examined on such as: social services (including history and philosophy of social work, public welfare, law for social workers, and private social welfare services and resources); Human growth and behavior (including medical information, developmental psychology, and psychiatry); and social work methods (including casework, group work, community organization, and social agency administration).

The Board had reviewed the examination used by the Alberta Association as well as work done at the Dalhousie

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23 Minutes of the Special Meeting of the Nova Scotia Association of Social Workers, October 14, 1989. Location: NSASW Documents and Reports, Council Minutes 1988-89, NSASW Archives.

School of Social Work on their admission policy of “credit for competence”. Credit for competence or credit for prior learning was a new concept being experimented with at the school. This was a process that allowed a person entering the social work program without all the required academic courses but rather life and work experience in adulthood gained through paid and unpaid work in everyday life. The applicant could demonstrate those skills and prior learning to earn credit towards the requirements for a BSW degree. Although this concept appeared to hold some promise as a replacement for examinations, the Board of Examiners never pursued it.

The examination route was seen as one way of encouraging the recruitment of new members to the Association at a time when some members did not see the Association as any real benefit to them. In other words, the membership or the general public did not see the Association as providing a creditable or useful service. The fact that the Association was not in a position to receive, what was thought to be a large pool of potential members, was not a desirable position to be in at the time. Therefore, there was an attempt to try and use the examination route as a way to include a broader group of potential members and thereby demonstrate that the Association was the creditable organization to regulate its membership and protect the public from incompetence and unethical conduct. The idea of protecting the public was not a prominent notion at the time because the Act had not been seen as an instrument for public protection. Since it was essentially a vehicle to legitimize a group of professionals and provide voluntary membership in the Association, it was viewed by some as a “closed shop” with benefits to those who met the qualifications for membership.

When the Act of 1963 was passed there was a concern that the university-educated social workers were few in number in the province. Also, there was a realization that a large number of people were working in the social work field that were not university trained and accommodation should be made for them by implementing section 5(2)(e) in the Act (examinations). The thinking was that including these people was more important than excluding them. By providing a process of including them, the Association could, as with all members, require that they have the knowledge, values and skills necessary to practice social work. As well, if incompetence or unethical conduct could be proven, appropriate disciplinary action could then be imposed. However, the examination route was never utilized and those who did not have the preferred university credentials were seen as ineligible for RSW membership in the Association.

Janis Aitken, Chair of the Membership Committee, reported that the membership of the Association as of April 30, 1980 was 164 with another 19 expected when all membership fees had been received making a possible 183 members in the Association. The concern continued to be expressed that the Association had a relatively small membership and any influx of large numbers of other practitioners would reduce the original body to a minority.

During the 1980's the Council reviewed the associate membership category for the purpose of offering this category to graduates of the technical training course at the Nova Scotia Institute of Technology. There were issues other than the development of a suitable examination that needed to be considered. Several questions were raised concerning a mechanism for advancing associate applicants to RSW status: the membership fee; Board of Examiners examinations for them and what credits they should be given from their course work at the Institute; how to assess the Institute's courses; and the right to vote on Council and at general meetings. The thinking was that the Association had the mechanism for associate membership but needed clear criteria for advancing the associate to RSW status.

There were attempts in the past to legally form an organization for the many social service or welfare officers in the province. However, this did not happen and one suggestion by the NSASW was that perhaps it could offer an associate membership in NSASW to this group. However, there were reports that the organizers of the proposed Social Service Workers Association were not satisfied with associate membership in NSASW and Ms. Aitken, pointed out in her annual report in 1980 that social service workers were not making use of the associate membership category which was available to them under the Association's By-laws. The message she received from members of the social services group was that since associates were not permitted to vote or

attend business meetings, this form of membership “...does not offer them tangible opportunities for meaningful participation in the NSASW”. She also mentioned that an examination process to admit persons under section 5(2)(e) of the Act (1963) was not available, although the development of examinations was being explored.

By the 1987 AGM Debra Burris-Chisholm, Chair of the Board of Examiners, reported on the progress with respect to the preparation of examinations and the role that the Dalhousie School of Social Work played in assisting the Board in carrying out an evaluation the examination content. The annual report of the Board in 1987 mentioned that an applicant for registration had been assessed to write a set of five examinations and that several faculty of the school agreed to grade the results.

To prepare for this Ms. Burris-Chisholm, reported that three social work examinations used by other associations had been sent to the Dalhousie School of Social Work which agreed to review the exams to determine if the reading lists were available for those who would write the exams. She expressed her concern about the exam method of qualifying applicants for registration as opposed to completing a social work program at a school of social work. It was also pointed out by the Public Regulation Committee that non-professionally trained social workers would not be able to use the examination route to registration under the new social work legislation when it is passed in the legislature. Under the proposed new legislation, all applicants even social work graduates would be required to write exams when they apply for a license as a social work candidate. In the meantime, the development of an examination process was necessary to encourage individuals who were not professionally trained and who were working in the social work field to acquire professional status. It was not certain when any new legislation would be introduced so the Association wanted to pursue the examination route in the interim which was available under the current Act. The Association anticipated it could increase its voluntary membership and, at the same time, insure that non-university-trained individuals working in the field were competent to practice.

### **Social Work Education:**

In 1983, the Social Work Education Committee, Chaired by Rose Marie MacLennan, indicated that professional Development was a high priority for the Association during her tenure. Rose Marie along with Brian Kasouff and David Cox were energetic and were determined to include faculty of the Dalhousie School of Social Work in the provision of continuing education programs for members of the NSASW. Cooperation was found with members of the school’s faculty and the Department of Part-time Studies of Dalhousie University to provide workshops. Meetings were held with Professor Ray Carlson to prepare a series on Manpower, Supervision and Research. Professors Mary Lou Courtney and Reginald Craig were approached to present a lecture series on communication. Arrangements were made with the School library for members to borrow videotapes and audiocassettes to enhance their professional development. This liaison was the precursor to the development of a continuing education program at the Dalhousie School of Social Work.

Rose Marie reported on another initiative of her committee that would see Dr. Harry J. Aponte, noted family therapist from the United States, present a workshop on “Structural Family Therapy with Low Income Families”. This was a large undertaking that included other helping professionals in the community as well as separate sessions for the general public.

NSASW members were serving as members of three School committees: the School Advisory Committee; The BSW Advisory Committee; and the MSW Advisory Committee all of whom were representing the Association independently without any input to the Council. A decision was made for the three members to be included in the Social Work Education Committee and therefore provide a direct connection between NSASW and the work of these three important committees of the Dalhousie School of Social Work.

By the end of the 1980's Jean Bremner, Chair of the Social Work Education Committee, mentioned that partnerships were being formed with other organizations to develop continuing education programs for members. A Child Sexual Abuse Prosecutions Workshop co-sponsored with the NS Family & Child Welfare Association earned the Association a cheque for \$3,080.71 as its share in the proceeds. The Committee suggested that some of the funds be set aside for a bursary or scholarship for a student at the School of Social Work and was distributed by giving \$250.00 annually to the MSSW to assist needy students and \$500.00 was made available to the Social Action Committee for its projects. More workshops were being planned for fall and spring of 1988 and Jean Bremner also noted that the School of Social Work had hired a Coordinator of Continuing Education.

### **Member involvement:**

It is not clear from the records when the existing branches of the Association changed from being branches to regions. It appears that after two branches disbanded in the late 1970's (Northumberland Branch in 1974 and Halifax Branch in 1975) only the Cape Breton Branch was left to struggle on with low and inconsistent attendance until about 1979. The Social Workers Act of 1963 stipulated in section 8(g) that the Association could make By-laws providing for the establishment of local branches. By-law 32 to the 1963 Act permitted Council to approve branches of the Association where there were ten members in good standing and the Council approved their By-laws. So this was the basis upon which branches could be established. A formal structure requiring at least ten members became increasingly difficult to maintain.

As interest in the Association waned, the Council began searching for new ways to involve its membership. Since there were no active branches the Council had no way to involve members or to ensure that members of the Association had a mechanism to express their concerns or dialogue with the Council. Council became isolated from its membership and this was of great concern to Council members as well as the membership around the province. Because there were no branches the Council began to refer to members as being from "regions" (e.g., Halifax region, Cape Breton region, Valley region, etc.). The problem was not totally resolved until the new Social Workers Act (1993) was introduced with a new By-law stating the composition of Council would include "representatives from the Association's eight regions" {By-law 9(1)}. With the introduction of the new Act the old idea of formal "branches" was officially replaced with less structured "regions" that had representatives elected at the Association's AGM. However, the potential still exists for the establishment of branches under the 1993 Act. Section 11(1)(g) of the Act provides for By-laws to be approved for the establishment of branches if the membership ever wanted to create branches in the future.

The problem of member involvement remained a problem for the Association during the 1980's. Council member Greg Andrusyshyn noted that the Cape Breton Branch was attempting to form again but that the meeting to do this had a low turnout. He noted a luncheon meeting for members in the Sydney area was planned to try and reconstitute the Branch. Plans continued to be made to revive interest in the Association such as enhancing the newsletter and perhaps employing a market consultant to advise how best to "promote" the Association.

The Chair of the Social Action Committee, Beverley d'Entremont, reported further evidence that pointed to lack of involvement by members. She made reference to a survey on government restraint and how this was affecting social programs in the province. She indicated that a questionnaire had been circulated to the entire membership to provide some factual information from members who's clients were directly affected by cut backs. Unfortunately, only one reply was received which was very disappointing and provided no factual information on how government restraints might have been affecting social programs in the community.

There was also the realization that the public and social work professionals were not sufficiently informed about social work and the role of the Association. Another attempt was initiated to bring the profession to the attention

of the membership and the public. Due to the fact that membership in the Association was voluntary, the Membership Committee agreed to join with the Public Relations Committee to initiate an active membership campaign among recent graduates and students as well as education of the general public about social work.

Another concept to promote interest in the Association was the idea of “institutes” which was raised at the May 26, 1980 Council meeting. The suggestion for the development of “institutes” was to replace the current system of branches, which were seen by members as all structure and no action. The concept of an institute was that members with common interests could meet together as a group under the sponsorship of the Association and could be granted branch status for funding purposes. Institutes would have the support of the Association and would give members in similar work environments an avenue to pursue joint education, public awareness, and a forum for advocacy. Agencies were not usually in a position to advocate policy changes on behalf of their clients and advocacy was frequently an activity that members felt was being restricted in their workplaces. Some suggestions for institutes were: child welfare; the family; medical social work; youth work; financial assistance, etc.

One area of membership that needed reform was the student membership category. It was originally created to give social work students an opportunity to become familiar with the professional organization and to develop an interest in the profession. However, the terms of reference for student membership did not provide them with an opportunity to vote at meetings where important matters were being debated. Consequently, the students from the School of Social Work attended the 1980 AGM and made a request to change the Association’s By-laws to re-examine voting privileges for student members. The current By-laws allowed student members to attend meetings of the Association but were not permitted to vote. The membership committee was asked to study this proposal.

At the March 9, 1981 Council meeting the results of the student membership study were reported and it was found that following a response to a newsletter survey and the majority of practices in other provincial associations, members favoured that student members join the Association with full voting and office holding privileges including a reduced membership fee.

In 1988 a small change was made to the requirements for student membership. The critical eligibility requirement was for a student to be full-time at the Dalhousie School of Social Work. Debra Burreis-Chisholm, Chair of the Board of Examiners, presented an amendment to the By-laws and regulations stating that: Student membership be available to students registered at the Dalhousie School of Social Work or other social work university program recognized by the NSASW. Although a small change, it opened up the potential for student members who were attending university on a part-time basis or for students attending another university social work program approved by the NSASW. Both these changes were made to recognize part-time study and the increase in persons attending the BSW degree programs available within the province as well as around the country while being employed at the same time. It was also viewed as another attempt to encourage students to become interested in their profession and perhaps more involved after graduation.

The Association continued, during the 1980’s, to explore ways to entice eligible non-members to join the Association voluntarily. At the 1984 AGM, the President, Angus Grant thanked all members of the Council for their efforts to encourage and bring new members into the Association especially in the Yarmouth and Valley areas. One particular light-hearted attempt to recruit new members was announced by the President who was engaged with the Past President, Bill Middleton, in a “friendly” contest during the year. He reported that Bill was responsible for bringing in 5 new members and Angus brought in 6 new members. There were more attempts to meet with students at the School of Social Work to inform them of the importance of joining the Association when they graduate as well as being student members. One of the professors had developed a series of sessions in her Foundations of Social Work Practice class and had invited members of the NSASW Membership Committee to discuss working with caseloads.

### **Search for a new Director for the Dalhousie School of Social Work:**

At the February 3, 1981 Council meeting<sup>24</sup> there was discussion by Greg Gammon, the NSASW representative on the search committee to select a new Director for the School of Social Work. The candidates under consideration all were not considered suitable and only one had a social work degree. The Council strongly urged that the committee should consider only candidates that had a professional social work education and experience for the Director's position and that the Council's position was to be made known to the university's selection committee.

It appears that the Council was very concerned with the selection of a new Director of the School of Social Work at Dalhousie University. On February 5, 1981 the Council arranged a meeting with the Chair of the Dalhousie Search Committee, Professor Paul Pross and Dr. Robert Tonks, Dean of the Faculty of Health Professions. The search process was explained as well as the names of the potential candidates on the short list. It was learned that after some potential candidates withdrew from the competition there were no candidates with a social work degree under consideration. The Council's position was made very clear and agreed that the University needed someone with appropriate degrees for the position because of the need for the Director of the School to promote credibility among the university faculty and senate, however, the Council deemed the social work credential to be critical for the profession and made this requirement known.

The Council meeting of February 5<sup>th</sup> led to another meeting on February 19, 1981 with Tom Kent, Dean of Administrative Studies at Dalhousie University to discuss concerns from the community concerning the School in addition to the hiring of a new Director. The minutes taken at this meeting seem to reflect the attitude and concern that the profession had for the quality of social work education at the Dalhousie School of Social Work and its leadership. Several problems that the Council noted were explained to Dr. Kent. They ranged from: no requirement for the Director to be a social worker in the selection process; emphasis on research at the expense of casework skills; poor selection and inadequate supervision of field placements; lack of personal interviews during the admission process; and a concern that employers consider graduates to be of poor quality and therefore not preferred when looking to hire staff. This last example was especially serious and was the result of social workers in the field that were in a position to observe their interactions with the school. They had communicated their concerns to the Association, which thought it necessary to bring them to the attention of Dr. Kent.

It was clear that Dr. Kent agreed to try and resolve some of these problems but left the impression that under the current situation it may not be possible to hire a Director with a social work degree since a well-qualified social worker had not come forward.

The matter of the selection of a new Director for the School of Social Work was discussed again at the next Council meeting and the minutes from the two meetings with Dr. Kent and also Professor Pross and Dean Tonks on February 5<sup>th</sup> and 19<sup>th</sup> were reviewed by the Council. Although disappointing, it was agreed that the Association might have to accept the appointment of a non-social worker to the position however, the Council went on record to state that the profession would prefer a person with social work credentials for the position of Director at the School. A letter stating this position was approved and sent to the President of Dalhousie University.

### **Criteria for Private Practice:**

At the 1981 AGM the Chair of the Standards of Practice Committee, Pauline MacDonald, reported that Council

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<sup>24</sup> The Minutes of the NSASW Council meeting of February 3, 1981 and attached minutes of February 5<sup>th</sup> meeting with the Chair of the Dalhousie Search Committee - Location: NSASW Documents and Reports, NSASW Archives.

approved revised criteria for private practice which included the possession of a MSW or equivalent degree, two years experience, two references, availability of a “consultant”, and coverage by liability insurance. This was a significant accomplishment since the Act and By-laws were not specific about the process for approving social workers to engage in the private practice of social work. Although the By-laws at the time did stipulate that a Master’s degree or its equivalent or a diploma in social work from a graduate school of social work were the basic requirements, the By-laws did not provide other necessary criteria or a process for approval. At the Council meeting of September 8, 1980 the decision was made that all applications for private practice were to be submitted to the Council for approval.

The Council met with a group of private practitioners during the March 1982 Council meeting who were concerned with the criteria for approval for private practice. The private practitioners attending this meeting were: Marilyn Peers, Bill Hale, Redge Craig, Molly Richnitzer, Bob Haley, Ed Newell and Jacqueline Sumarah. Some of the major concerns expressed by the group of private practitioners were:

1. Private practitioners were required to have a MSW degree while other members in the Association needed only a BSW degree to practice. This might lead to a two level association consisting of private practitioners and everyone else. Everyone in the Association should have the same standards;
2. There was concern also with the criteria for private practitioners to have a “consultant” available for guidance in their area of practice. It was explained that it was often difficult to get a consultant in their particular field. It was pointed out that social workers in agencies have supervision support and because private practitioners work in isolation, it is advisable to have someone to consult with in their practice.
3. There was concern that the Association did not have a system for ensuring that practicing members were continuing to up-grade their knowledge and skill. It was suggested that all members should demonstrate their competence at least every five years in order to maintain their registration.

Overall, the major concern of the private practitioner group was that they objected to additional criteria applied to them for practice and felt that there should be one set of criteria for demonstrating competence that all social workers would be expected to adhere to. In a statement of goals and priorities presented to the 1982 AGM mention was made that ... *“to ensure uniformity, the criteria for listing private practitioners should be reviewed and applied to the general membership...”* in other words, all members should demonstrate competence to practice regardless if they worked for an employer or practice privately on their own.

At the 1988 AGM Elizabeth Bissett-Sagar, Chair of the Standards of Practice Committee, reported that the committee had completed draft criteria for the approval of members to engage in the private practice of social work. In summary the applicant: must be a practicing member of NSASW; must have 3 years of professional supervised experience within the last 10 years; provide the names of 2 references; and must be covered by malpractice insurance. There would be an appeal procedure and a registry or listing of private practitioners would be created.

The stipulation that private practitioners must have liability insurance stems from the concern that the Association might be liable for the actions of a private practitioner. The committee consulted legal counsel<sup>25</sup> on the question of liability by the Association if a member was practicing privately without the approval of the Board of Examiners. The legal opinion was clear that under the Social Workers Act (1963) the Board only had authority to approve or verify the member’s credentials, not their competence, and therefore the Association could not be held liable unless the member was approved to practice privately without the required credential.

### **Social Action Activities:**

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25 Letter from Ronald Stockton, legal counsel consulted by the Association dated May 9, 1988. Location: Attached to the Council minutes of May 1988, NSASW Documents and Reports, 1988-89, NSASW Archives.

At the 1981 AGM Social Action activities reported by the Chair of the committee, Mona Bordage, mentioned monitoring and analyzing Family Benefits policy as a major initiative during the year. Letters were sent to the Minister of Social Services with recommendations to improve financial payments to reflect cost of living for nutritional food, clothing, utilities, drugs, and housing. One of the main problems with the new regulations was found to be the difficulty people were experiencing in understanding their own eligibility and the benefits they are eligible to receive.

Freda Bradley was the new Chair of the Social Action Committee following the 1982 AGM. Ms. Bradley was very active in her position and following the AGM her committee noted that new Family Benefits regulations excluded male-headed one-parent families from the legislation. The Council released a press statement encouraging the Minister of Community Services, Edmund Morris, to support legislation that was more supportive of male-headed single parent families. Very quickly Ms. Bradley began to realize that there were several social issues over a broad area that her committee could respond to at the time. At the May 1982 Council meeting she proposed to structure the Social Action Committee into subcommittees to respond to diverse areas of concern and to go outside the membership for specific consultations if necessary. By the next monthly Council meeting Ms. Bradley had six different work groups: social assistance; family benefits; mental health; housing; day care; and women's issues. She arranged a meeting of all the subgroups to "test their strength" and to clarify the process for responding to the media in a timely manner so that statements could be made in the name of the Association or the Council. Although the subgroups work on issues independently, they also come together as a whole to review progress.

Ms. Bradley realized that the media played a key role in the ability of her committee to present the Association's perspective on current issues affecting the lives of low-income people and families. She wanted to ensure that the time and energy that was put into the study and research to prepare a brief on a social policy matter, must have also have an impact on the public and government policy. One idea was to meet with members of the press before issuing a statement or brief to the public to ensure that it could be reported in an informed way. Another was to have a person with expertise in media relations meet with her committee to make the committee's work more effective.

By the December 1982 Council meeting Ms. Bradley was reporting several initiatives undertaken by her committee. The Day Care group was drafting more public education on day care; Women's issues group was formulating a paper on incest victims and incest families; social assistance group prepared a letter to the federal minister of Health and Welfare on the inclusion of Family Allowance payments by many municipalities as income in the calculation of social assistance; Also, a letter was sent to the Minister of Community Services concerning changes to the Family Benefits legislation relating to "unmarried mothers"; and the social assistance group was planning for the holding of a welfare conference to review the welfare system in Nova Scotia so that social workers could be familiar with how the whole system works.

In order to be more effective in the Association's pursuit of social action activities, suggestions were made in 1983 for the Association to establish regular contact with the leaders of all political parties in the NS government to raise matters effecting social policy. It was agreed that the Association would be in contact with all leaders ... *"to negotiate a process of reflection on social policy matters of mutual concern affecting Nova Scotian's"*.

This was a period when the Association was speaking out forcefully on government social policy initiatives. Letters were exchanged and meetings were arranged with senior Department of Social Services to react to social policy. On one occasion the Deputy Minister was invited to speak to the Association members to explain changes to benefits to unmarried mothers, seniors and disabled persons.

On another occasion the Social Action Committee prepared a press release concerning the exclusion of male

headed one parent families from the Family Benefit regulations announced by the Minister of Social Services.

The atmosphere between the Association and the Department of Community Services was so tense that the Minister of Social Services, Edmund Morris, was prompted to send a letter to the Association dated December 10, 1982 following a letter from the Association sent the day before (December 9, 1982) defending his department's policy and being quite critical of the approach taken by the Association on policies effecting single parents. This letter was unique in that the Minister was very blunt about his critique of the Association's analysis expressing an indignant tone which he was known for when he thought he was right. An example of his response is stated below:

*"Your letter attributes wild things we do not believe, let alone did not say; confuses 'unmarried mothers' of whom there are 2,700 receiving Family Benefits with unwed teenage mothers of whom there are 250 receiving Family Benefits; quotes a distorted newspaper report as the basis for arguing a point of view with which we in fact agree; and makes accusations of 'total misrepresentation' of a Departmental document, which you know, is a pretty serious accusation and quite wrong. "*

*The Minister went on... "Permit me to respond, very gently, that we do know a little bit about social philosophy, policy and practice and also that we have not heard from your Association...since the Deputy Minister spoke to your group many months ago on the need to understand before speaking out on social initiatives".<sup>26</sup>*

This was truly a remarkable situation and one that the Association cherished because it indicated that when the Association spoke out about poverty at that time in its history, a senior member of the Legislature took it very seriously and felt it necessary to vigorously communicate his point of view.

The Chair of the Social Action Committee, Freda Bradley, reported that her committee was divided into work groups depending on the issue under study. The work groups were: social assistance, family benefits, mental health, housing, day care, and women's issues. A brief was prepared concerning the collection practices of the NS Power and the proposed increase in power rates; a meeting was arranged with the Minister of Social Services on the subject of Single Parents; a brief was presented to the "Commission of Enquiry on Rents"; and a presentation was made to the Task Force studying Day Care.

Social Action Committee activities reviewed by the Chair, Freda Bradley included: comments to the CASW on the proposed CASW Code of Ethics; letters sent on Child Abuse and Wife Battering, laying charges in cases of wife battering, a federal government brochure on "How the Law Can Help Battered Women"; Other social action projects being worked on by this committee were: mental health patients rights; basic welfare rights; transition houses; Comprehensive Home Care; Social Assistance; the women's issue, wife battering; Rape Crisis Service; and Incest.

In 1985, some of the active subgroups working on issues under the coordination of the Social Action Committee Chaired by Elaine Bishop were:

- a brief on housing needs in the metro area presented to the Halifax Commission on Housing focusing on the effect of mental health on homelessness;
- the women's group was reviewing action by the Attorney General's Department to get an injunction against prostitutes; changes in the provincial Family Benefits Act to re-classify all single parents as able bodied unemployed;

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<sup>26</sup> Letter from the Minister of Community Services dated December 10, 1982. Quoted from the NSASW Newsletter, March 1983. Location: NSASW Library.

- a brief was presented to the Law Reform Commission addressing family violence (wife battering, child abuse), elder abuse, corporal punishment, and violence in sport. The brief opposed the use of corporal punishment with children stating the position that children should have the same protection from physical assault as an adult. This brief revealed the difficulty in getting accurate information from the government on the publication of names or information in cases involving victims of child abuse, whether Family Court is a closed or open court, and how the Association could assist in disseminating information to the professionals and the public.
- the mental health group was researching their concerns about the physical and emotional needs of children and women where physical abuse is occurring in the home;
- A child welfare sub-committee was set up to study concerns and provide information on developments in this area.

Jane Craig was the Chair of the Social Action Committee in 1986 and reported on the following projects:

- Prepared a policy statement on the Parliamentary Task Force on Day Care;
- A report to the provincial Task Force on Family and Children's Services which emphasized the impact of rising caseloads, the need for improved services, and other child protection issues.
- A brief was prepared concerning the Family Benefits Act discriminating against single parent fathers. The brief took issue with the provincial Attorney General's argument in the Supreme Court that the province is justified in excluding male single parents from receipt of Family Benefits assistance as being inconsistent with the Canadian Charter of Rights and Freedoms. The Supreme Court found against the province and ruled that the single parent restriction toward male single parents is contrary to the Charter;
- The sponsoring of the successful Atlantic Women and Housing Conference with funding from the federal Secretary of State. About 140 delegates attended from the four Atlantic Provinces. Evaluations were good and the beginning of an Atlantic network was set up.
- Lobbying against a federal Bill that called for the de-indexing of Family Allowance benefits as an assault on universal social programs.
- A response, prepared by Susan Nasser, to the government's proposed changes to the Hospital Act to support psychiatrists and doctors to make formal admissions of their patients.

Social Action activities<sup>27</sup>: reported by Jane Brackley, Chair of the Social Action Committee in 1987, reviewed some of the projects undertaken such as:

- Sponsorship of the Atlantic Women and Housing Conference in April 1987 where the housing needs of women in the region were reviewed and strategies identified;
- A response to the Provincial Task Force on Family and Children's Services which identified the impact of rising caseloads, the need for improved services, child protection issues and others;
- The Council was seriously involved with the matter concerning the discharge of social workers from Valley Health Services. A copy of a letter from the Administrative Officer of Valley Health Services confirmed that social work services were being done by nurses and the only complaint received concerning the discharges was from social workers and other staff at the hospital were satisfied with the present system;
- Sister Virginia Turner, Chair of the Standards of Practice Committee followed up pay scales and classification concerns of the social workers at the Nova Scotia Hospital and reported that she had a meeting with the Civil Service Commission (Bruce McCharles) who asked the question: "What can the MSW graduate do that the BSW cannot?" It appears from the minutes that the question could not be

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27 NSASW CONNECTION, volume 1, number 1, November 1987. Location: NSASW Library.

answered satisfactorily.

- A brief was prepared and submitted to the House of Commons committee reviewing the mandate of the women's program of the Secretary of State. Hearings were held in Halifax and the Social Action Committee presented their brief to the committee.
- A discussion paper entitled "How Will the Poor Survive" prepared by the Social Action Committee was released to the public at a press conference on June 29, 1987 and had numerous requests for copies from all across Canada. The province had a two-tiered system of provincial and municipal social assistance payments at the time. The Department of Social Services complemented the Association on the publication of this paper and requested a meeting to discuss the report. Mr. Morris commented that the report was the most extensive overview he had seen and he would give priority to seeing that changes would be made. The paper prompted the Minister in August 1987 to announce the removal of arbitrary ceilings on social assistance rates and committed to more rigorous monitoring of assistance.

This paper was a monumental work by the Association in 1987. It was superbly researched and based on statistics that were available publicly. It was one of the first publications from the Association that had wide distribution and endorsements from 51 federal, provincial, and local organizations and groups. Its principal author was Barbara Blouin who was a member as well as the Chair of the Social Action Committee from 1988 to 1990. The paper was so well received that the Association published an up-date to the paper in 1990.

The general conclusion of the report in 1987 was: *"In summary, the social assistance system in Nova Scotia is in a state of crisis. The basic system, flawed from the outset, under the pressures of the economic decline of the 1980's is unable to deliver adequate service to Nova Scotians"*<sup>28</sup>. The recommendations gave top priority to: (a) abolishing the Settlement Act; (b) implementing a one-tiered social assistance system; and (c) social assistance rates to be in keeping with real costs and up-dated annually.

The 1990 update to the 1987 report produced by the Social Action Committee under Barbara Blouin drew attention to the progress or lack of progress made by government over the previous three years. In spite of four major discussion papers and two government task forces over the three-year period, the report noted, *"...no structural changes have been made to the cumbersome antiquated service delivery system of the 81 separate systems of social assistance"*. The province still had the Settlement Act, a remnant from the Elizabethan Poor Law, which in some cases required the municipality to bill the last place of residence or the place of birth often resulting in disputes between municipalities. Assistance rates, although marginally adjusted, were still inadequate and adults and children who depended on government income assistance continued to suffer with poor health, inadequate housing and malnutrition.

During 1988, the minutes of Council meetings for this period<sup>29</sup> indicated that the Council was prolific in its production of studies and reports that were forwarded to various government and non-government organizations many of which were seeking input to their programs at that time. The Association was very supportive and responsive to the community concerns and conducted a large amount of work with a surprisingly few number of committed Council members and their committees.

The Social Action Committee reported that they would sponsor Barbara Blouin to do a study on both provincial and municipal social assistance policies as they affect single mothers in Nova Scotia.

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28 How Will the Poor Survive? A Discussion Paper on the Current Social Assistance System in Nova Scotia. See Appendix 10 document # 33, Location: NSASW Library

29 Council Minutes of 1988. Location: NSASW Box #4, NSASW Archives.

It was agreed that Marilyn Peers be the NSASW Representative on the provincial Task Force on The Levels of Coast-Sharing of Municipal Assistance which was to study existing mechanisms, rates, special needs, review municipal policies and to make recommendations for change. Report on the Task Force on the Levels of Cost-Sharing for Municipal Assistance was sent to the Minister of Community Services on Nov. 24, 1988. A letter was sent by the President to the Minister of Community Services regarding the lack of publicity the Department gave to this report and urging the Department to meet quickly with municipalities in order to make progress on the recommendations.

A submission was made to the provincial Task Force on AIDS and recommended that the Human Rights Act be amended to provide protection from discrimination on the basis of sexual orientation and committed the Association to take an active role with others in promoting public education with respect to AIDS.

Barbara Blouin, Chair of the Social Action Committee, reported that a letter was sent to the Mayor of Halifax and City Council to support the recommendation of the Halifax Task Force on Full Employment. A response was also drafted to CASW on the Health and Welfare Report on Mental Health for Canadians. A Press Conference was organized on Single Mothers and the Welfare System.

A meeting was held with the Deputy Minister of Social Services, Carmen Moir, and senior officials of the Dept. to raise the following concerns: social work positions to be filled by social workers not with persons with other credentials (e.g., humanities or social sciences); the disparity in social work salaries; draft amendments to the Social Workers Act; and the raising of social assistance rates.

A response to the draft of the Children's Services Act was submitted to the Department on December 12, 1988.

A response was sent to Health and Welfare Canada's request for a review of "Mental Health for Canadians: Striking a Balance".

Barbara Blouin presented a copy of a proposed Press Release and letter to be sent to the Premier, Attorney General and Minister of Education in relation to an incident of racism at Cole Harbour High School. The letter requested that a study of racism in the education system in Nova Scotia be undertaken.

The Association began to realize that social work positions were being eroded in health facilities as well as the Department of Community Services. Three hospitals were being accredited without social work services being available as was required by the accrediting body. Also qualifications noted for senior positions in the Department of Community Services no longer required that the position be filled by a social worker. A meeting was arranged with the senior staff of the Department of Community Services to protest the posting of qualifications for a senior position in child welfare that was traditionally filled by a social worker. The qualifications did not require that the position be filled by a social worker but later the qualifications were reconsidered.

The following is an excerpt from the June 13, 1988 Council meeting minutes concerning a representation by social workers at the IWK Children's Hospital which is quoted in its entirety below to demonstrate how members saw the need to enlist their professional association in a complicated issue between several social systems such as: Child Welfare, Justice, Health, and parental rights. It serves as an example of how some members viewed their professional Association and also how the Association was able to respond to the situation.

*“Freda Bradley advised the Council that a delegation from the IWK Hospital requested a meeting with Council today, & reviewed the background for the request which was discussed at the last meeting of the Executive i.e. the issue pertaining to the death of the child **Craig Freeman** & the involvement of staff at the IWK in this matter.*

*Representing the IWK staff were: Jackie Barkley, Mary Miller, Linda Smith (Director), Beth Poulos, and Mary Catherine MacDonnell. This group asked for support for an inquiry for a private external review, and for changes in the Children’s Services Act re: the issues as expressed by the staff. Although many details could not be stated due to confidentiality - the staff expressed concern about why it took 5 weeks for a decision to be made when the lifespan of the child was estimated at 6 weeks; why was there inconsistent & regional interpretation of the Act; a Judge’s opinion was sought and ‘Notice To Bring’ - not apprehension; why were there conflicts between the agency’s judgment & the Minister’s final decision; why was the hospital made an Agent - this is very confusing & not in the interests of parental rights; the age of informed consent in this case; the public perception & knowledge of leukemia & other illnesses. The staff expressed concern that the appeal process should be spelled out more clearly & access to Judge’s opinions; the timing of emergency judgment & intervention; parent’s rights need to be clarified & balanced with regard to children’s rights; other cases are just as life threatening - hospital social workers do not see themselves in conflict with agency social workers - but working together.”<sup>30</sup>*

The IWK Hospital social workers wanted the Association to make a public statement on this situation but instead it was agreed the Association would make a submission to a Department of Community Services’ task force on changes to the Children’s Services Act being led by Professor Bissett-Johnson of the Dalhousie University Law School. Some of the IWK staff volunteered to assist on this submission.

Marilyn Peers as President often gave an overarching report to Council and on September 12, 1988 provided a summary of the major matters undertaken by the Council. The work of the Council was increasing and requiring more voluntary effort and prompting a call for a review of how the Council was operating with recommendations for improvements. Her report is quoted below in its entirety and provides an indication of the work of the Council at that time:

*“On the issue of Teachers with AIDS, and Resolution # 18 from the Municipality of Barrington - the Social Action Committee is to review this matter and bring back information to council. In response to a request from Harold Crowell, Director, Social Planning Dept., City of Halifax, for representation from NSASW on the “Task Force on Full Employment” - Barbara Blouin & Linda Roberts each gave a 10 minute presentation at the July meeting, and NSASW has been asked to respond at the conference being held Oct. 3rd & 4th. The Gay & Lesbian Rights Group have asked for support in their presentation to the Human Rights Commission advocating that gay, lesbian & heterosexuals work together in the workplace. Barb Blouin said that she had also received this request, and had responded on behalf of the Social Action Com. in support of the above statement.*

*It was noted that Rosemary Rippon is now the Director of Child Welfare; Gayle Gilchrist James is President of International Federation of Social Workers. While in Ireland this summer, Marilyn Peers met with Augusta McCabe, the Past President of the International Federation of Social Workers.*

*The President sent a letter to the Hon. Tom McInnis, Minister of community Services expressing the*

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30 Minutes of the Council meeting , June 13, 1988. Location: NSASW Documents and Reports, Minutes of 1988-89, NSASW Archives.

*Association's appreciation for the work undertaken on the interim report of the Task Force on Levels of Cost-Sharing of Municipal Assistance. A letter was received from Dr. John Savage, Mayor of Dartmouth referring the proposed amendments to the Social Workers Act to the Executive Director of the Union of NS Municipalities at the request of the President. A letter was also received by the President from Dr. Jim Smith, on behalf of the Liberal Caucus, thanking her for the opportunity to meet with members of NSASW, as well as a letter from the NS Nutrition Council, enclosing a copy of a letter sent to the Minister of Community Services, commending his department for steps taken to improve the nutritional health of Nova Scotians who are in receipt of social assistance.”<sup>31</sup>*

In February 1989 Barbara Blouin, Chair of the Social Action Committee, reported that a letter had been sent to the Mayor of Halifax urging city council to support the Task Force recommendations on Full Employment. A copy of the Task Force Report on Levels of Cost Sharing of Municipal Assistance was reviewed and a letter was written to the Minister of Community Services. In March 1989 a review was done on the paper: “Mental Health for Canadians: Striking a Balance”.

At the May 1989 Council meeting the Chair of the Social Action Committee mentioned that a letter had been prepared and sent by the President to the Minister of Education urging the government to hold a public inquiry into racism in the education system in Nova Scotia. This was done at the urging of members of the Social Action Committee who were anxious to have the Association respond to a recent incident at a local high school in Dartmouth that was blamed on racism. This was held up as an example of how members could use the Association to focus on a cause that was prevalent in their own community. The Council decided to use it as a way to encourage members to work through the Association to bring attention to local issues. To further high light this effort the Council decided to place an article in the June 1989 edition of CONNECTION explaining how members could utilize the Social Action Committee to promote their causes.

During the summer of 1989 the Association was represented on the Anti-poverty Network consisting of about 60 different groups mainly from the Halifax area. Most of the Social Action Committee's work was on social assistance in conjunction with the Anti-Poverty Network. The Chair, Barbara Blouin, made a statement at the Halifax City Council special meeting on October 23, 1989 concerning cost sharing of municipal social services. From this account of the activities of the Association and in particular the Social Action Committee, the 1980's was probably one of the most active periods in its history where the Association took on its advocacy role with vigor. Members in leadership positions as well as the general membership took their ethical responsibilities for advocacy and social justice very seriously and mustered the resources to speak out publicly on a host of social policy and social justice issues.

#### **Accreditation of the BSW program at Dalhousie School of Social Work:**

A letter was received by Council from the Executive Director of Canadian Association of Social Workers (CASW), Gweneth Gowanlock, expressing concern over complaints she received about the quality of education from the Dalhousie School of Social Work. As a result, it was decided that a meeting would be requested with the new Director of the School to discuss the situation. The meeting was arranged with the Director, Dr. Fred Wien, and a member of the faculty, Mary Lou Courtney on August 12, 1981. Many of the issues discussed were related to the BSW program. Since it was a new program at the School, it was scheduled for review over the next year. Other issues discussed were: lack of coordination and supervision of field placements; the poor attitude of the program by social workers in the field – a need for more attention to the development of skills upon graduation; admission procedure for the mature student, high school graduate, minorities and people with disabilities; an orientation program for new students; the reluctance of some agencies to hire graduates; the need to improve the relationship between the School and the NSASW; and the need for a continuing education

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31 Minutes of Council, September 12, 1988. Location: Black Binder, Minutes of Council 1985-89, NSASW Library.

program at the School.

In September 1981, Angus Grant attended the School's Advisory Committee meeting as the NSASW Representative. He reported that the Committee discussed the accreditation of the BSW program and also the concern of the community about the lack of preparation and employability of the BSW graduates. There was a great deal of criticism of the programs at the school and the social work education provided to students. The community agencies that employed the BSW graduates, in particular, were not satisfied that the knowledge and skills taught at the School had the required level of competence required to work in the field. The Director, Dr. Fred Wien, indicated that he was determined to change the situation. He was willing to listen to complaints and cooperate with the NSASW Council and the community agencies in finding solutions.

In October 1981 another letter was received, this time from the Canadian Association of Schools of Social Work (CASSW), concerning the credibility of the social work programs at the Dalhousie School of Social Work. The CASSW decided to address the problems when it received the school's self-study report and request for accreditation status. In regard to the issue of a non social worker as Director of the School, it seems that the association (CASSW) was not prepared to be concerned until and if, "*...in its judgment a program is being moved in a direction away from social work and /or away from a professional program*".

A meeting of the Council on December 7, 1981 with Dr. Fred Wien, Director of the School and Pat Kerans, a member of the faculty with the NSASW Council was a follow-up meeting to the one held in August to discuss concerns and issues. It was clear that there were many issues that the Association and community agencies had with the program at the School of Social Work such as:

1. Continuing Education – discussions were continuing with the Dalhousie Continuing Education Department to find a way to generate workshops, lectures, and courses for social workers practicing in the field. There was also concern that agencies should cooperate by providing time off to staff to take courses at the school.
2. Concerns between the School's programs and the community agencies especially with student placements – These issues centered on preparation of the students for working in an agency environment. There was an expressed need for students to be taught interviewing skills and the integration of knowledge and the application of it.
3. Compensation for agencies and field instructors – the possibility of paying field instructors or providing credit vouchers to take courses as compensation for providing supervision services.
4. School of Social Work accreditation – It was reported that the School was admitted to candidacy for accreditation and was engaged in the preparation of a self study report to be ready for the on-site evaluation team from the CASSW in the spring.

Notice was received that the BSW accreditation team from the Canadian Association of Schools of Social Work (CASSW) was in Halifax on October 14, 1982 and a meeting was arranged between the team and the Association.

There was more discussion on the on-going concerns expressed about the program at the school such as: the Association's representation on the BSW and MSW advisory committees; poor relations between the school and the community; practical skills of students working in the field; the decrease in faculty. It was pointed out that only 10% of students admitted have a university degree and no experience. Other students are mature students or already working in the field.

The Council met with Dr. Fred Wien and Gwen Fitzgerald following the meeting with the accreditation team on October 14<sup>th</sup> to discuss issues concerning the BSW accreditation at the School. A number of concerns were expressed to the site team that the Council wanted to discuss with Dr. Wien. Issues such as: no expertise in

direct practice (counseling and family therapy); questioning if the accreditation should be put on hold until there is a staff person to provide direct practice; competency credits that should not be provided to some students; exemption credits from the Field II placement program.

Dr. Wien mentioned that the staff person who taught counseling left about five years previously and there was no budget to replace the staff person. Everyone would like to have a direct practice person at the school and the priority will be to fill this vacancy first.

Dr. Wien explained that the university was in the midst of cutbacks and it was a difficult period for the university at this time. He mentioned that the school had some positive attributes such as the only school in the province, and the only graduate program in the region therefore, the accreditation of the BSW program was very critical to the continued funding and growth of the School. He stressed that the weaknesses need to be corrected but that accreditation should not be held up. At that time the accreditation team was in the process of writing their report. The team can grant, defer or refuse and accreditation is for a five-year period.

The Council decided to support the School in its efforts to have their BSW program accredited and decided not to hold it up but rather to write the President of the University and express the Council's concerns about lack of funding. A letter was sent to the President of Dalhousie University concerning the importance of having funding available for a person at the school with specific expertise to conduct a course in individual, marital, and family counseling.

A letter was approved by Council and sent to the Director of the School requesting that a member of the Association be invited to participate on the BSW advisory committee and the MSW advisory committee. Gail MacDougall was representing the Association on the School Advisory Committee.

At the 1984 AGM it was reported that the BSW degree program at the Dalhousie School of Social Work had received accreditation for a two-year period with a review at the end of the two years by the Canadian Association of Schools of Social Work (CASSW). Accreditation is normally for a five-year period but the program was given two years to make required changes to the Field II placement program, the minority group course content and support as well as new faculty appointments. Also approval had been given to set up a Mi'kmaq BSW program to train native persons in this province to take over some or all their own welfare services. Dr. Fred Wien, Director of the School, indicated that the MSW degree program was also going through an accreditation process and plans were being made for a continuing education program at the school.

### **Public Relations Initiatives:**

In June 1981 Council decided to hire two students for the summer period. One would work with the Social Action Committee and the other would work with Public Relations and Membership Committee. Salaries were provided by a grant from the NS Department of Development. The students would work under the supervision of Mona Bordage and Murray Manzer. By September 1981 the Council reported that social work student, Sandy Dalrymple, prepared a report on public relations during her summer employment from May 29th to August 31<sup>st</sup>. The report was titled: "Proposal for Public Awareness and Membership Recruitment" and the Chair of the Membership Committee, Murray Manzer, presented some of the recommendations from the report as follows: employ a person or consultant to enhance the image of the Association by developing strategies in the areas of public relations, membership, and social action; raise funds to employ part-time help to do the daily work of the Association; prepare monthly newsletters on all activities of the Association; organize regular meetings of social workers to discuss ideas and current social work concerns; ask a student to work on NSASW committees to promote visibility of the Association.

Other recommendations were: (a) to maintain greater dialogue with the School of Social Work; (b) to establish

a committee on Student Affairs to make presentations annually to students at the School; (c) develop a stronger public image by using community resources; and (d) to develop a “special issues” committee to address specific issues in the field.

The report also pointed out that the students at the School of Social Work were not satisfied with the scrutiny by the Association to the school’s self study in preparation for accreditation of the BSW program. Students believe that because the Association is not actively involved with the school, it is not aware of the problems there. Students also believe that there should be an appropriate faculty person that has responsibility for direct practice at the school.

The Council reviewed the report and concluded that much of the changes that were recommended hinged on the hiring of a person, at least part-time, to work on public relations and membership. Approval was given by the Council in January 1982 to hire a full-time public relations officer according to the proposal prepared by the joint Public Relations and Membership Committees. This was necessary due to the difficulty that the Association was having in recruiting new members. It was estimated that the task required the attention of a person who could devote their time consistently over a period of about a year to complete the task. The main tasks were to develop new recruitment strategies and to promote the Association through public education and publicity events.

To highlight the recruitment of social work graduates, a survey of graduates from the School of Social Work since the school became part of Dalhousie University showed that out of 125 graduates only 26 were members of the Association. As one way for the Association to be sustainable it would need to find ways to encourage new graduates to register and was the reason that it wanted to hire a person to see if a greater number of eligible social workers could be encouraged to join.

Another initiative developed in 1982 to improve the image of the Association was a proposal to set up an annual awards program to recognize outstanding local achievements by social workers to advance the image of the profession. It is interesting to note that Ron Stratford was 1st Vice-President at the time this proposal made and was suffering from cancer.

After Ron passed away in 1983 and to recognize Ron’s passion for prevention as the primary goal of social services, the Council decided to name the first award the Ron Stratford Memorable Award first bestowed in 1985 and then annually thereafter to commemorate his vision to recognize the work of Nova Scotians who make a significant contribution to a preventive or community-based social service programs.

Eileen Knudsen, Chair of the Membership Committee, reported on the establishment of criteria for another award, the Freda Vickery Achievement Award. Freda Vickery was a long standing director of social services of the Children’s Hospital in Halifax, a member of the NSASW Council who volunteered on many Council positions, President of the Halifax Branch and the National representative to the CASW. A motion was approved to accept the criteria and that the award be bestowed every second year beginning with the year 1984.

In 1983 the plans to hire a public relations officer for the Association as proposed in the report by Sandy Dalrymple the previous year could not be realized. The Chair of the Public Relations Committee indicated that there was difficulty in securing funding for the employment of a public relations officer for the Association and it was not possible to staff this position as planned. A student from the public relations program at Mt. St. Vincent University arranged to do a field placement with the NSASW office that would fill the gap in the absence of a staff person.

Eileen Knudsen, Chair of the Membership Committee, reported on a recent survey done on membership participation. The three main reasons why social workers do not join the Association were: 1) don’t know

enough about the Association; 2) feel that the Association should be more involved in social issues and 3) the Association should be more involved in social work education. All good reasons for initiating increased involvement by the Association with its membership.

### **Creation of the Ronald Stratford Memorial Fund and Award:**

At the Council meeting of October 3, 1983 a proposal was received from a group promoting a Ron Stratford Memorial Trust Fund. (Ron Stratford had passed away after his battle with cancer.) The Ron Stratford Memorial Trust Fund was discussed at the November 18, 1983 meeting of Council to which Elsie Blake and Rev. Don Trivett (father-in-law to the late Ron Stratford) had been invited. Both spoke of the private trust fund that was started independently of the Association and requested that the Association take over the fund. The plan was for an award to be offered by the Association and a cash award to be given out from the interest on the donations that had been collected to date (about \$1,700.00). The fund had not been incorporated at the time and the Association would need to make application in order to issue charitable receipts. It was suggested that the award be given in recognition of work in the area of "prevention services". On a motion of Gail MacDougall and Bill Middleton, the Council agreed to assume responsibility for the fund pending consultation with legal counsel. Information was later received that the Ron Stratford Fund received a charitable registration number and the paper work was completed for incorporation.

Ron's specialty during his university studies was in the area of community prevention services and he was employed at the Social Services department for the city of Dartmouth in the community services program. One of the interesting proposals that Ron made to the Council before he died was for the creation of the Nova Scotia Council on Social Welfare. His idea was to assemble an ad hoc group of community persons representing a cross-section of community-based organizations - social advocacy groups, labour, clergy, etc., to study service possibilities for the future. Although his dream was never realized before he passed away it seemed fitting that the Association should offer a memorial award in his memory.

### **Reports of the Regional Representatives:**

By 1983 three regions were active and reporting to Council meetings. Mel MacNeil was the Regional Rep for the Cape Breton region and reported that members seemed to be more active over the past year. They were meeting and reporting activities to the Council. The members wanted the Council to delay the payment of membership fees if a member was on social assistance. Other issues such as abandoned babies, and tax on alcohol to go to rehab services were agreed to. There is also an expression of forming a Cape Breton Branch with a more formal structure.

The Valley region expressed the view that the work of the Social Action Committee was important and asked if the Chair of the committee could visit their next meeting. Council members suggested that the role of the Rep was to be a link between the Council and the region being represented. Organizing lunch meetings to review social action issues discussed at the Council meetings was a good way for regional members to be informed.

Cape Breton, South Shore, and the Valley regions were most active in 1985. Regions were holding dinner meetings with guest speakers; enquiring about the establishment of transition houses in the Truro, South Shore and the Valley areas; dealing with the lack of interest by regional members in the Association; discussing regulation; the establishment of food banks; and the setting up of child abuse committees.

In 1987 there was a fourth region and the regional representative on the Council for the North Shore was Tom MacNeil who was elected to this position. A statement from the Cape Breton Rep, Doreen Joseph, that members in Cape Breton appear to be more difficult to generate interest in the Association. Jane Craig was the Regional Rep for the South Shore region who mentioned that members in her region were concerned that people in senior

social work positions frequently have less social work education than their subordinates. Since many do not belong to the Association social work staff question why they should join the Association. Members of Council volunteered to attend a meeting of the regional members to discuss their concerns.

A concern expressed by Judy Balcom, the representative for the Valley region, over the dismissal of two medical social workers at the Valley Health Services in Kentville, NS which followed the certification process of the Hospital. Since the dismissed social workers were also members of the Association, letters expressing concern were written to the appropriate health officials.

The reports of Regional Meetings<sup>32</sup> of 1988 indicated that a move was underway to organize a Metro Branch of NSASW. Mary Petty and Gail MacDougall were initiating this move.

North Shore Rep, Tom MacNeil, reported that the Regional members met for the first time on December 2, 1987. Members were concerned about salary parity and were willing to work on a committee to address this matter. Also concerned about the hiring of a teacher for a social work position in their region.

Cape Breton Rep, Mel MacNeil, reported that his region appreciated the Newsletter and there were positive comments about NSASW. Members were also interested in the social action projects especially the report on the comparison of municipal social assistance rates entitled: "How Will the Poor Survive".

South Shore representative, Jane Moffat-Craig reported that membership were slowly growing and surveys were done to find out what members wanted to have as meeting topics. As a result, members were inviting speakers to learn new ideas and techniques in the areas of: Worker burn out and prevention skills; adolescent suicide; sexual abuse; foster parent support programs; and parent effectiveness programs to name a few.

The Valley representative, Judy Balcolm, reported that the region was not active during 1988.

In 1989 the Chair of the Membership Committee, Paul Boudoin, reported that the first meeting to establish a new Metro Branch was well attended, the second meeting was not and a third meeting was being planned. The Rep for the Cape Breton region reported that membership was increasing especially among students. The Interagency Association for Professional Development was looking at the possibility of providing training aspects for social workers and there was interest in assessing service delivery in Cape Breton with the assistance of the NSASW. The South Shore and Cape Breton regional regions, reported that they were having meetings and generating interest in the Association.

Under Treasurer's Report to Council on April 10, 1989 it was noted and agreed that \$500 be made available to each Region for specific projects. This came about as a result of a surplus in 1988 for the Association.

### **Newsletter:**

Ann Keith was the Chair of the Public Relations Committee and reported at the October 1985 Council meeting<sup>33</sup> that her committee was attempting to reorganize the focus of its public relations work by separating the three basic functions: (a) increasing awareness in the community of the Association and the issues the profession was concerned about; (b) by issuing press releases and reports; and (c) take on the publication of the newsletter. Prior to this the newsletter was considered the responsibility of the Executive Secretary over the years because committee members were unable to carry out the work that was involved. Members of the Public Relations Committee were: Ann Keith; Winnie Milne; and Sr. Virginia Turner.

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32 Annual Reports of the 25<sup>th</sup> AGM as reported in the June 1988 edition of CONNECTION. Location: NSASW Library.

33 Minutes of the November 1985 Council meeting, Location: NSASW Documents and Reports, 1985-87, NSASW Archives.

By December 1986, the newsletter was being referred to as “CONNECTION”, its new name, and was due to be published three times per year and distributed to the membership. The Editorial by Ann Keith, Editor, in the Winter 1986 first edition mentioned that CONNECTION *would “...continue to provide communication among the members of the Association and to keep members informed of association business as well as what is happening in the social work field throughout Nova Scotia.”*<sup>34</sup> A copy of the Winter 1986 edition of CONNECTION is located in the NSASW library. As time went on future editions added more features to include book reviews, opinion pieces and practice techniques.

At the Council meeting<sup>35</sup> of September 1987, the new Chair of the Public Relations Committee, Sharon O’Connor, mentioned that arrangements were made with a local commercial printer, Metro Graphics, to print the publication. The result was a very professional and distinctive publication that served the Association and its members for many years. The Editorial Committee was determined to search for interesting content and publish at least three issues per year. Sharon O’Connor, Debbie Kaetz and Jackie Pace were the Editorial Board for CONNECTION. It was noted that discussion on issues that came to the attention of the Council were often designated for placement in the next available issue of CONNECTION to inform the membership and to get response on the issue.

### **Meetings with the Minister of Social Services:**

In April 1985, a meeting took place with the Minister of Community Services who was presented with copies of various briefs prepared by the Social Action Committee. Discussions also were initiated on the subject of mandatory registration and the Minister questioned the definition of “social worker”.

Meetings were being organized at least once per year by members of Council with the Minister to discuss important issues relevant to the Association and were considered to be useful even if progress on relevant issues was slow. A meeting took place in November 1985 and the Association was able to advise the Minister that changes were being considered for the Social Workers Act. The Minister advised the Association that a Task Force was being set up to study services to families and children by his Department and invited the Association to submit a brief.

A series of meetings were also held with the Deputy Minister’s in-house committee chaired by Bessie Harris with Greg Gammon and Martha Crowe (Martha Crowe was a department lawyer and Bessie Harris and Greg Gammon were senior staff and also members of the Association). Up grading of social work practice and strengthening legislation were discussed. There was concern how the licensure legislation would impact on the hiring of Department staff and also what it would mean for current staff that were practicing social work. For example, there were a number of community college graduates who worked in front line positions as well as senior supervisory positions within the Department. Would upgrading of skills be required to qualify for a license to practice or could they be grandparented? Any clause pertaining to grandparenting of current employees would have to be carefully crafted.

In 1988 members of NSASW Council were meeting on a regular basis with representatives of Dept. of Community Services and dealt with concerns re: the hiring of people for social work positions who are not social workers, the new classification system for social workers and the designation of social workers as ‘case workers’ by the civil services commission.

Correspondence was received from the Deputy Minister of Social Services, Carmen Moir, that the Civil Service Commission’s new classification system would be implemented without recognition of professional status for

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34 NSASW CONNECTION, Winter Edition 1986. Location: NSASW Library.

35 The Minutes of the Council meeting of September 1987. Location: NSASW Documents and Reports, 1985-87, NSASW Archives.

social workers but that the Department of Social Services advised the Commission that it will use the term exclusively for all staff who hold this professional designation. This was considered to be a partial success but that the real progress would have been to get the Civil Service Commission to do the same throughout the province.

### **Association of Black Social Workers (ABSW):**

Wanda Thomas Bernard addressed the 1988 Annual Meeting as President of the Nova Scotia Association of Black Social Workers, explaining the international background of that organization initially formed in this province in 1979 with 4 members, then was inactive until 1987 when it re-organized and had 20 active members (many of whom are members of NSASW). Its mandate is to address concerns pertaining to the black community. Wanda met with Marilyn Peers and expressed concern that blacks were under-utilizing current services in the community, and that education in social work was not culturally relevant for blacks. The latter issue has been discussed with the Dalhousie School of Social Work and is being corrected. Wanda mentioned that the Black Association was acting as a bridge between agencies, social workers and the black community. A Conference is to be held in Dartmouth May 6th & 7<sup>th</sup> 1988 with the theme: "Preserving the Black Culture".

During the meeting some concern was expressed by members that other groups with special interests may 'splinter' off and create division within the social work community. This sentiment was typical during the 1980's because the Association was attempting to explore new ways to increase the membership and any thought or action that would possibly decrease the membership was considered to be counterproductive.

### **Council Planning Sessions:**

During 1988<sup>36</sup> the Council was concerned about the level of participation by Council members and the lack of interest by the membership in the issues that were coming before Council that required a response from the profession. In spite of this, a surprising number of reports and studies were taken on by a group of committed Council members. It seemed that all the work of the Association was concentrated at the Council level. Although these efforts were important and raised the profile of the profession within the community, it had the opposite effect to those not involved in the Council work. The work of responding to community requests for information and support or the need for the Association to be seen as responding to the issues that were coming to the attention of the community was all that the Council could do in light of the lack of involvement by the general membership. It appeared that the membership was willing to let a few committed Council members carry the work of the Association or were disinterested or were overwhelmed in their own jobs that they had no energy left to contribute to the work of the Association.

Although Council members were involved in many projects, progress was slow due to frequent non-attendance causing discontinuity from meeting to meeting. At one particular Council meeting in June 1988<sup>37</sup>, about half of the Council was in attendance. During 1988 and 1989 an average of 60% and 65% of the Council members were present for Council meetings during those years, which was typical for the 1980's. It was not uncommon for Council members to have no report on their activities or for no report to be tabled due to absence. At the June meeting a notation was made that the President was concerned about the lack of follow-up to business and suggested that a review of the Council infrastructure take place to determine if the structure could be changed to make the Council more effective and efficient.

Concern was being expressed about how the Council operates and how best to carry out the work of the Association and follow up matters of business. All agreed that the work of the Council was increasing and it was suggested that a possible change in direction was needed for the Council business. The Council was busy;

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36 Council minutes for 1988, Location: NSASW Documents and Reports, 1988-89, NSASW Archives

37 Council minutes for June 13, 1988. Location: Council Minutes, 1985-89, Black Binder, NSASW Library.

the President was responding to community requests for support and representing the Association; Committees were studying issues; the Executive was reviewing issues prior to the Council for consideration; the CASW representative was keeping the Council up to date on national issues and at times asking for provincial input; and many other issues that individual members were requesting an intervention by Council.

One example of member concern brought to the Council was the lack of social work services in some hospitals even though the hospital was accredited. The issue was researched and the finding was that for a hospital to be accredited by the Canadian Council of Hospital Accreditation, social work services must be available. If no social worker on staff, there should be provision for purchasing such services in the community. This situation was found to exist in at least three hospitals in the province and the Council prepared a letter to each hospital as well as the national hospital accrediting body.

There were many other individual matters that were brought to the attention of the Council and requests for support or action on the part of the Association. For example: a policy of the Ontario Association of Social Workers excluding graduates of the Dalhousie School of Social Work from membership in OASW because they graduated from the school's program before it was accredited. Another member request concerned the isolation of social workers working in hospital settings and asking the Association to intervene in such situations.

There were several ad hoc committees that were struck by the Council to work on other matters such as: public regulation; salary parity for social workers who work in the many agencies and institutions within the province; presentation to a provincial task force on AIDS; A member asking the Association to take on an advocacy role for children; an individual hospital social worker concerned about a possible reprimand from her employer as the result of her documented concerns and actions with a client; the concerns that a group of hospital social workers had concerning the circumstances that lead to the death of a young child. In the latter case the social workers were questioning the decisions made by the judiciary, child welfare agency and hospital and wanted the Association to support an external review of the events that occurred.

In addition, there were the standing committees that were working on their own individual projects – some referred to the committees by the Council and other matters initiated by the committees themselves or carried over from previous years. Public Relations – providing press releases and editing material for the next publication of CONNECTION; Standards of Practice – setting criteria for the approval of private practitioners; Social Work Education Committee – organizing educational programs for members and encouraging social work students to join the Association; Social Action Committee - preparing studies and presentations to task forces on current issues; Membership Committee – encouraging social workers to join their professional association; Program Committee – organizing a program for the AGM.

The regional reps were encouraged to attend the Council meetings and report on activities happening in their regions. However, the Council minutes often revealed that they were frequently absent or offered no report.

The Council meeting of October 1988 agreed to hold a daylong session in December and for each committee chair and member of the Executive to bring a list of the tasks that they are involved on Council with along with an estimate of the amount of time they are devoting to the tasks.

A report on the Council Planning Session<sup>38</sup> held on December 3, 1988 was reported at the 1989 AGM. It indicated the Council meetings would begin to have an “issues oriented” agenda as recommended at the planning session. The report, which was located in the file, outlined the duties of the committees and in some cases identified what was needed for improvement as well as the problems noted and the approximate number of hours per month spent in carrying out the duties.

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38 Council Planning Session, December 3, 1988, Holiday Inn, Dartmouth, NS. Location: NSASW Documents and Reports, 1988-89, NSASW Archives.

This review of the structure and clarification of the roles of the various committees and other positions on the Council revealed that the Council was overburdened with work and suffering from a confusion of responsibilities. For example there were two positions on Council reserved for a 1<sup>st</sup> and 2<sup>nd</sup> Vice President but no specific role except to sit in for the President when he or she was absent. There was also a Past President position with no specific role listed. Some positions were estimated to be spending from a half day per week to 2-3 hours per month or 5-6 hours per month in the case of the Treasurer.

The review pointed out clearly that most of the Council positions needed clarification and an up-date of the responsibilities. It was evident that those who had volunteered to be on the Council found themselves not knowing what their responsibilities were and as a result tasks were not being carried out. Problems noted by the report were: lack of job descriptions for major Council positions; some committees had a Chair but no (or

few) members; when By-laws were available, it was noted that they were not being followed. It was noted that the Treasurer was spending a lot of time (5-6 hours per month) looking after the financial matters of the Association. The review noted that there was no clear job description or financial policies and there was need for a bookkeeper in the immediate future.

The Social Action Committee which had a long history of studying and responding to social issues in the Association noted that a lot of responsibility fell on the shoulders of the Chair communicating with members, prioritizing issues, getting committee members to follow-up on their tasks, lack of consistent attendance at committee meetings and an inability to respond to issues quickly.

A second Planning Session took place on February 11, 1989 to follow-up on recommendations made at the first session, (Minutes on file) At this session a suggestion was made to hire a student to document procedures and develop a policy manual. It was also suggested that a sub-committee of the PR committee be set up to deal solely with the newsletter while the other part of the committee deal with public relations.

Several major organizational problems were identified such as: a need for a clear mission statement, goals and objectives for the Association; a thorough review and updating of terms of reference for all positions and committees; the development of greater awareness of the Association's mandate; a need to set priorities for the Association's yearly endeavors; a greater effort to outline the benefits and services gained from membership in the Association; an emphasis on the Council's part to find ways to conduct the Association's business in a less hurried timeframe and to ensure communication links to the committees and the membership work well; an immediate need to look at other possible structural models or to refine what we now have to better meet our provincial mandate.

Several short-term recommendations for Council were established: Committees will give the council a summary of their work at least every three months; Council meeting agendas will become more "issue oriented": a time will be set aside during Council meetings to reflect on broader issues of the day; luncheon meeting will be held occasionally to offer more opportunity for more formal dialogue; and continue to work on defining the tasks of the Executive Officers and the committees.

Long term recommendations were set out to assist the Association to prepare for the future: a study of the Association's structure that would propose changes to accommodate its regional representation; the goals, objectives, and mission statement must support the structure of the Association; staffing and office needs of the Association be taken into consideration with the eventual establishment of full-time positions to assist administratively and also to provide continuity of leadership to the Association; and set up a consultative process to glean ideas and opinions from the entire membership.

To take the process further the Council embarked upon a consultation with the membership throughout the

province to get ideas and opinions on the future direction of the Association. By the August 1989 Council meeting a small ad hoc committee had been set up consisting of Gwen Fitzgerald, Marilyn Peers and Mike Marentette to visit the regions and to host a meeting in Halifax. Some funds were budgeted to cover expenses and prepare materials for presentation. To ensure that all members would be represented in the consultation,

the province was divided into six geographical regions for the purposes of the consultation: Antigonish; Truro; Sydney; Valley; South Shore; and Yarmouth. In June 1989 there were 364 practising members in the Association with 52% located in the Halifax area. The rest were widely scattered in smaller regions throughout the province in Cape Breton (47), the Valley (16), the South Shore (12), and the North Shore including Truro (30).

Freda Bradley wrote in the October 1989 edition of CONNECTION that the consultation process was designed to get the greatest participation from the membership and establish a provincial base. Ms. Bradley clearly anticipated that the consultation would “...*help guide us in how to include the energies and input from all regions of Nova Scotia in linking us all together into the provincial voice of Nova Scotia Social Workers.*”

This was to be an extensive consultation with the membership that required a lot of time and energy from the ad hoc committee members. By November 1989 Marilyn Peers reported to Council that all meetings had been held and the committee would have a report ready for the January 1990 Council meeting. The report<sup>39</sup> was prepared as promised and recommendations were brought forward to the 1990 AGM.

The consultation report outlined a number of themes that were expressed by members during the consultation:

- Regional face-to-face consultation was the best way to clarify issues facing Council and should be carried out on an annual basis;
- Structure of Council was not a serious issue of members although concerns were raised about the fact that regional representatives spend a whole day to attend a three- hour meeting in Halifax. Since branches had been dissolved there was hope they could be revived with a growing membership expected in the future.
- Members were supportive of the advocacy work carried out by Council but members from small rural areas raised fears about being too close to local politicians and possible reprisals from their employers especially large ones such as the Departments of Community Services and Health. A suggestion was made to develop training sessions on advocacy for members of the Association and to form interest groups on social issues particularly outside the metro Halifax area;
- There was a general wish expressed by members for a greater sense of community between, not only members of the profession but also the wider social work community. There was a sense that the School of Social Work could do more to promote the profession and greater recognition could be given to the professional training provided by employers. There was a suggestion for faculty to become involved as well as their students in an advocacy role to help mobilize the community around social issues;
- Members expressed satisfaction with publication of the Newsletter as being the major means the Association had for communication with its membership. More frequent publication was requested.

The report went on to make recommendations to the Council that followed up on all the themes discussed during the consultation and were seen later to be implemented in the following months and years.

### **Summary of the decade:**

The discussion continued through the 1980's on the potential of mandatory regulation as a means to register more eligible members who refused to register voluntarily as well as the difficulties being experienced in encouraging current registered members to become involved in the affairs of the Association. The preoccupation

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39 Nova Scotia Association of Social Workers, Consultation Committee Report, January 1990. Location: NSASW Binder containing Council minutes for 1990 in the NSASW Library.

of the Council with these two concerns would continue through out the 1980's until licensure legislation was passed in 1993.

However, in spite of the discussion and studies by committees the membership seemed to oscillate between mandatory registration and licensure as having the greatest potential for success. It was necessary for the membership to go through this debate to get the kind of agreement from the membership to proceed to one form of regulation or the other. In the end the membership agreed to proceed to licensure as the best form of regulation that would protect the public and promote the profession. As well the political climate and government support was at its best to accept licensure and the leadership in the Association was committed to proceeding with this form of regulation.

The Association managed to find time to become engaged in other issues during the 1980's - social action being a major one. One reason for the quality of issues taken on by the Social Action Committee and the significant quantity of output during the 1980's was the expertise and commitment by the committee chairpersons. Mona Bordage, Freda Bradley, Jane Craig, Jane Brackley, and Barbara Blouin were instrumental in leading the investigations and preparing studies and briefs that thrust the association directly in the middle of many debates taking place at the time. For example, in the areas of: Family Benefits policy; social assistance rates; mental health; housing; day care; women's issues; child welfare and single parents. In addition, the Council supported registered social workers in the health field whose positions were being eroded and the lack of available social work services was evident in many accredited hospitals. Meetings were set up with government ministers and senior staff of relevant government departments to bring these issues to their attention.

An important realization by the leadership of the Association was the need to meet with the Department of Community Services, which began as annual meetings with the Minister and increased by 1988 to Council members meeting "regularly" with representatives of the Department.

Although many issues were coming before Council that required a response, the interest from the membership was not forthcoming. It was good that the Council was able to respond to these matters but it became evident that the Council was overburdened with work and suffering from a confusion of responsibilities. It was imperative that more of the membership be involved. Therefore, the Council embarked on a series of planning sessions designed to analyze the workload of Council and how it could effectively move from a reactive association to a more proactive one and consult with the membership. The CONNECTION was utilized to communicate what the Council was doing and to get member support and input. In the October 1989 edition, Freda Bradley prepared an article that summed up what the Council wanted to accomplish. Ms. Bradley clearly anticipated that the consultation would "...help guide us in how to include the energies and input from all regions of Nova Scotia in linking us all together into the provincial voice of Nova Scotia Social Workers."

## Chapter - 5

### After Licensure: The Need to Consolidate the Association's Role (1990's)

Although licensure was achieved late in 1993, the first half of the decade continued to be preoccupied with the details and the eventual passage of the new legislation. This was the period when last minute details were addressed and a concerted effort was made to inform the public and government officials the Association was totally committed to seeing the passage of the licensure legislation in the Nova Scotia House of Assembly. In any long-term effort there is a tendency to lose focus or commitment as the days, weeks and months drag on. Deadlines are met but some are delayed while other stakeholders work in the system. This was well documented in Chapter 7 on Licensure.

Much credit must be given to those who were exercising leadership roles in the Association during the 1990's. It was recognized by the Council that although focus must be maintained toward the goal of licensure, other matters important to the membership needed to be addressed as well. There was a unique commitment by many members of the Association to ensure that the organization remained relevant to its membership and continued to address all their issues.

The Twenty-Seventh Annual General Meeting April 26, 1990

**The 27<sup>th</sup> AGM<sup>1</sup>** of the Association was held at St Mary's University in Halifax. There were 65 members in attendance. President was Freda Bradley.

**AGM Highlights:** The 1990 AGM noted that of the nineteen members of the Council that year, seven (37%) had also served as President of the Association in the past. This was an incredible display of leadership by these members of the Association as well as many others who valued their profession and took responsibility for critical work at a time when the Association faced criticism by the membership and others. The following NSASW members were noted in the minutes as holding leadership positions and are reported here to demonstrate their commitment at a critical time leading up to the 1990's decade (\* = Presidents):

*Freda Bradley	President
*Marilyn Peers	Past President
*Gwen Fitzgerald	1 <sup>st</sup> Vice President
*Mike Marentette	2 <sup>nd</sup> Vice President
Donna Hammond	Secretary (Paul Girard took the position later)
Roger Godin	Treasurer
*Beverly d'Entremont	ad hoc Salary Parity Committee
Marilyn Peers	ad hoc Regional Consultation Committee
Colin Cash	Membership Committee
Susan Bennett	Program Committee
Corrine Napier	Standards of Practice
Debbie Kaetz	Social Work Education
Barbara Blouin	Social Action Committee
*Jackie Pace	Public Relations
Anna Deveaux	Cape Breton Region Rep

1 The Minutes of the NSASW Annual General Meeting of April 26, 1990 – Location: (NSASW Box #4)

## History of the Nova Scotia Association of Social Workers

Kirsty MacDonald	North Shore Rep
Daphne Bishop	Annapolis Valley Rep
*Bill Middleton	South Shore Rep
Michelle Williams	Dalhousie School of Social Work Student Rep
Brenda Richard	Dalhousie School of Social Work Faculty Rep
Mary Pothier	CASW Rep

The President, Freda Bradley, mentioned a couple of firsts at the 1990 AGM. Ms. Bradley introduced Dachia Joudrey as the first Administrative Secretary for the Association and was paid a salary in line with the civil service salary scale for a comparable position. A first step towards consolidating the Association's role as a professional body was to address the administrative work of pre and post licensure. Leading up to licensure, the Association needed a person to be available to the membership and to the public to answer questions as well as direct important inquiries to the Executive and others to be dealt with expeditiously.

Ms. Bradley reported to the membership that Gail MacDougall, RSW was the first elected President of the CASW from Nova Scotia and later it was reported at the 1993 AGM that she had been elected to the Executive of the International Association of Social Workers. Also, it was reported that Joan Gilroy, RSW had started her term as Director of the School of Social Work in the fall of 1990 and the 50<sup>th</sup> anniversary of the school was to be celebrated in 1991 (1941 – 1991). Members of NSASW were being recognized as leaders in the profession and were volunteering their knowledge and skills provincially, nationally and internationally as well.

Members of Council<sup>2</sup> for 1990-91: President – Freda Bradley; Past President – Marilyn Peers; 1<sup>st</sup> Vice President – Gwen Fitzgerald; 2<sup>nd</sup> Vice President – Mike Marentette; Secretary – Paul Girard; Treasurer – Roger Godin.

Committee Chairs: Harold Beals – Board of Examiners; Social Action – Joan Harbison; Program – Gayle Cromwell; Social Work Education – Judy Jackson; Public Relations – Jackie Pace; Membership – Barry Moore; Standards of Practice – Corrine Napier; Nominating – Jackie Pace.

Representatives: South Shore – Bill Middleton; North Shore – Kirsty MacDonald; Cape Breton – Anna Deveaux; Cumberland County – Frank Allen; CASW – Mary Pothier; MSSW – Brenda Richard; MSSW Student – Vacant.

The Twenty-Eight Annual General Meeting April 25, 1991

**The 28<sup>th</sup> AGM<sup>3</sup>** of the Association was held at the Capt. William Spry Centre in Spryfield. There were 80 members in attendance. Freda Bradley was President.

**AGM Highlights:** Ms. Bradley reminded the membership that the Ron Stratford and Freda Vickery Awards for 1991 would be presented at the Annual Dinner. The Ron Stratford Award would go to Barbara Bingham, RN, and Mary Pothier, RSW would receive the Freda Vickery Award.

The year 1991 marked the first year that the profession celebrated National Social Work Week a time put aside for social workers across the country to promote the values and ideals of the profession to the public. Later the occasion would be known as National Social Work Month to permit the provincial associations some flexibility in choosing a week during March that was more appropriate to them.

In 1991 a new Executive appeared that would be directly responsible for pushing the implementation of the

2 NSASW CONNECTION, Volume 3, No. 3 NSASW Library.

3 The Minutes of the NSASW Annual General Meeting of April 25, 1991 – Location: (NSASW Box #4)

licensure legislation to its completion. The Executive Officers for 1991-92 were <sup>4</sup>: President – Gwen Fitzgerald; Past President – Freda Bradley; 1<sup>st</sup> Vice President – Jackie Pace; 2<sup>nd</sup> Vice President – Wendy Trull; Secretary – Paul Girard; Treasurer – Marty Wexler.

Committee Chairs: Membership – Barry Moore; Board of Examiners – Harold Beals; Social Action – Vacant; Program – Gayle Cromwell and Anna Deveaux; Social Work Education – Judy Jackson; Public Relations – Alicia Nolan; Standards of Practice – Janis Aiken; Nominating – Jackie Pace; Licensure – Vicki Wood.

Representatives: Cape Breton – Anna Deveaux; South Shore – Bill Middleton; Valley – Tom MacNeil; Digby/Yarmouth – Madeliene Deveau; North Shore – Judy Zinck; Cumberland County – Donna Fitzpatrick; Dalhousie School of Social Work – Brenda Richard; Social Work Student – Vacant; CASW – Mary Pothier.

The years leading up to the implementation of licensure required the investment of large amounts of time and efforts by those in leadership positions in the Association. They could see the end in sight and were convinced that the new legislation would be passed by government, yet they also were aware that if pressure was not maintained the whole effort might be lost. The leadership devoted many hours to speak and write on the proposed legislation. This often required travel to parts of the province to speak to the membership and to keep them informed of progress. Ultimately, it would be the membership that supported the legislation by keeping their local communities informed including local government officials, unions, and other community groups. All would have questions that would need clarification to relieve confusion or tension that might lead to a lack of support for the licensure legislation when it eventually came before the legislature.

The Twenty-Ninth Annual General Meeting May 21, 1992

**The 29<sup>th</sup> Annual General Meeting<sup>5</sup>** was held at the Holiday Inn in Sydney, NS. The President was Gwen Fitzgerald. The death of Elizabeth Bissett-Sagar, RSW an active member, Chair of the Standards of Practice committee in the 1980's and long time civil servant was noted.

**AGM Highlights:** The year 1992 was the second year of the annual Social Work Week celebration sponsored by the CASW. A unique award, known as the CASW Distinguished Service Award, was designed to recognize contributions by social workers to the profession for exceptional service. Dr Marilyn Peers was the first Nova Scotia recipient of the award in 1992 for her outstanding contributions to the profession in Nova Scotia.

Marilyn Peers and Freda Bradley spoke at the workshop session on the topic: “*Challenges for Social Workers in Nova Scotia in the 1990's*” which spoke to the mood of the membership at a time when significant changes were being anticipated. The leadership of the Association could see the future with respect to licensure. There was a sense now of looking beyond the attainment of licensure to other great challenges for the profession. There would be the challenges of social policy analysis and the pursuit of social justice that the Association had always accepted as its mandate. There would also be more practical considerations such as the realization that the Association would now represent all the social workers in the province not just those who voluntarily agreed to join as in the past. The Association was expecting a doubling or tripling of membership and the goal in 1992 was to see an expansion to 600 members. The Board of Examiners was already seeing a surge in approved applications even by 1992. For example, applications for membership approved by the Board doubled in the four years from 1989 to 1992.

There were the continuing challenges of pursuing the goal of licensure such as: meeting with unions, municipal

4 NSASW CONNECTION, Volume 3, Number 5, July 1991. Location:

5 The Minutes of the NSASW Annual General Meeting of May 21, 1992 – Location: (NSASW Archives Box #4)

governments, MLA's and NSASW members around the province. It was a challenging time for those in leadership positions not only within our province but for associations in the other Atlantic Provinces. PEI and New Brunswick had already obtained licensure and Newfoundland and Labrador was making similar changes. All four provinces held meetings together to learn from each other and to understand the minute differences between their respective legislations.

The Thirtieth  
Annual General  
Meeting May 7,  
1993

**The 30<sup>th</sup> Annual General Meeting<sup>6</sup>** was held at the Holiday Inn, Dartmouth, NS. The President was Gwen Fitzgerald.

**AGM Highlights:** The President noted that Gail MacDougall was elected to the Executive of the International Association of Social Workers; the NSASW office moved to its first rental space on King Street in Dartmouth from quarters that had been donated by the Dalhousie School of Social Work in Hancock Hall; and a long-term planning day was held by the Executive on February 13, 1993 to decide the direction the Association should take in the next year in anticipation of licensure.

A report from Mary Clare Bauld, Chair of the Licensure Committee, mentioned that licensure activities had decreased over the past year after a successful lobbying effort by members of the committee. Meetings or other contacts had been initiated with the membership, groups in the community and MLA's to explain the proposed legislation and to answer questions. In anticipation of the successful passage of the proposed legislation, a celebration on behalf of all those who worked to promote the drive towards licensure was held in Truro.

The in-coming Executive: President -Jackie Pace; Vice President – Wendy Trull; Secretary – Marie Gallant; Treasurer – Martin Wexler.

Standing Committees: Membership – Diane Kays; Social Action – Cheryl Gillett and Elizabeth Nickerson; Program – Marion Brown; Social Work Education – Lois Block; Nominating – Holly Gammon; Public Relations – Mary Ann Arab and Patricia Smith; Standards of Practice – Lynn Jones; Licensure – Mary Clare Bauld.

Regional and Other Representatives: Cape Breton – Ken O'Neil; South Shore – Robert Forbes; Valley – Ann marie Maloney; Fundy Shore – Madeleine Deveau and Mary Pyche; North Shore – Jeane Holmes; Cumberland – Cathy Moffatt; Colchester/Truro – Elaine Campbell; Dalhousie University Student – Terry Sabattis; Dalhousie University Faculty – Joan Gilroy; CASW – Mary Pothier.

Board of Examiners: Rosanne D'Eon; Cheryl Downton; Jean Duplisea; Gordon Maskell; Evelyn O'Leary; Linda Smith; Gordon Thomas; Corinne Sparks ( Government appointment).

The  
Thirty-First  
Annual General  
Meeting May 6,  
1994

**The 31<sup>st</sup> AGM<sup>7</sup>**, held at Braeside Inn, Pictou, NS. It was noted that approximately 65 members were present and Jackie Pace was President.

**AGM Highlights:** This was the first AGM held under the new Social Workers Act that had been passed by the legislature in November 1993 and provided for licensure of all social workers in Nova Scotia. Congratulations were noted from the Nova Scotia Psychiatric Association, the Nurses Association, and various other professions supporting the achievement of licensure by NSASW.

6 The Minutes of the NSASW Annual General Meeting of May 7, 1993\_- Location: (NSASW Archives Box #4)

7 The Minutes of the NSASW Annual General Meeting of May 6, 1994 – Location: (NSASW Box #4)

## History of the Nova Scotia Association of Social Workers

The President, Jackie Pace, commented that she had no idea that licensure would be passed by the Savage government in November 1993 and had assumed that it would have happened earlier under the former President, Gwen Fitzgerald, who had worked so diligently on the legislation's long road to the legislature. She recognized the many members who worked so competently to achieve licensure for the Association. Members like: Marty Wexler; Marie Gallant; Wendy Trull; Gwen Fitzgerald; the Licensure Committee members past and present; and the Regional Representatives.

At the 1994 AGM the first elected Council positions under the new legislation were approved as follows:  
Executive: President - Jackie Pace; Past President - Gwen Fitzgerald; Vice President Cheryl Gillett; Secretary - Alex Bruce; Treasurer - Martin Wexler.

Standing Committees: Membership - Colleen Flynn and Margo Clarke-Smith; Social Action - Elizabeth Nickerson and Peter Mullally; Program - No one listed; Professional Dev. - Bruce Hicks; Nominating - Cheryl Downton; Public Relations - Marianne Arab and Donelda MacDonald; Standards of Practice - Lynn Jones

Regional Reps: Cape Breton - Catherine MacDougall; South Shore - No one listed; Annapolis Valley - Ann Marie Maloney; Fundy Shore - Madeline Deveaux and Mary Pyche; North Shore - No one listed; Cumberland - No one listed; Colchester (Truro) Elaine Campbell; Halifax Metro - Mary Liz Greene

Other Reps: NSABSW - Leslie Viner; Dalhousie School of Social Work Student Rep - Wanda Pierrynowski; Dalhousie School of Social Work Faculty Rep - Joan Gilroy; CASW Board Rep - Victoria Wood.

Board of Examiners: ( under the new legislation seven members are appointed by the Council and three appointed by government): Roseanne D'Eon; Jean Duplisea; Joan Glode; Veronica Marsman; Ken O'Neil; Linda Smith; Gordon Maskell; the 3 government appointments were to be announced later in June.

Several of the leaders who were involved with early Council work remained involved and advanced to the top leadership positions as spokespersons for the Association. People like Gwen Fitzgerald, Jackie Pace, Cheryl Gillett, Alex Bruce, and Martin Wexler who provided continuity at a time when focus was needed to ensure that the goal of licensure was actually implemented following the proclamation of the legislation.

The tasks were enormous for the Board of Examiners and the Association during 1993 and 1994. This was a time when the Membership Committee under, Dianne Kays and Coleen Flynn as Co-Chairs, had a prominent role to play in preparing for licensure. The Committee had the responsibility for designing application and information packages for BSW and MSW applicants as well as grandparenting applicants. The design and printing of Certificates of Registration and membership cards was also the responsibility of this committee. It was a time when there were no automatic stamping and stuffing machines and members of the Committee as well as staff were called upon to volunteer many hours to manually collate and stuff envelopes in response to the many inquires and requests for application packages. In her Annual Report of 1994, Dianne Kays, Chair of the Membership Committee paid tribute to the members of her committee: Lynda Johnson; Linda Brown; Donna Hepditch and Patricia Pitt for the work they did as volunteers.

The Thirty-  
Second Annual  
General  
meeting May 4,  
1995

**The 32<sup>nd</sup> AGM**<sup>8</sup> was held at University Hall, MacDonald Building, Dalhousie University. There were about 80 members present. Jackie Pace was President.

**AGM Highlights:** At the 1995 AGM we see familiar names as well as some new members who were willing to volunteer their time and energy to the implementation of licensure

8 The Minutes of the NSASW Annual General Meeting of May 4, 1995 - Location: NSASW Box #4

## History of the Nova Scotia Association of Social Workers

as well as providing leadership to the pursuit of other important membership issues. The names of Council members elected by the membership at the 1995 AGM were:

Executive Officers: President - Cheryl Gillett; Vice President - Marilyn Peers; Secretary - Alex Bruce; Treasurer - Diane Kays.

Standing Committees: Social Action - Peter Mullally; Program - Susan Gagnon; Prof. Development - Bruce Hicks; Public Relations - Marianne Arab and Donelda MacDonald; Membership - Sharon O'Connor; Standards of Practice - Barbara MacPherson; Nominating - Linda DeBaie and Jean Bremner; Private Practice - Shirley McFadyen and Dennis Gabriel

Regional Representatives: Halifax Metro - Mary Liz Greene; Valley - Judy Burrows and Wayne Hyson; South Shore - Jane Moffatt-Schnare; North Shore - Andrea Munro; Cape Breton - Catherine MacDougall; Cumberland - Robert Forbes; Fundy Shore - Mary Pyche and Genna Walker; Colchester - Elaine Campbell.

Other Representatives: NSABSW - Not selected in time for the AGM; CASW Board - Victoria Wood; Dalhousie School of Social Work Faculty - Joan Gilroy; Social Work Student - Not selected in time for the AGM.

Board of Examiners (Appointed by the NSASW Council and the Nova Scotia government.): Jean Duplisea; Roseanne d'Eon; Joan Glode; Veronica Marsman; Ken O'Neil; Linda Smith; David Williams. Government Appointments were to be made later in the year.

In November 1994 the Association wasted no time in hiring its first Executive Director and at the 1995 AGM during a discussion of the 1995 proposed budget presented by the Treasurer, Martin Wexler, the salary set aside for a part-time Executive Director starting at three days per week was stated to be \$23,500.00 with \$1,800.00 for expenses. The expectation was that the Association would grow rapidly and it wanted to be ready to devote a staff position to take the lead in applying the new legislation and working out any difficulties that might arise. Although this position was part time it increased to full time over the next few years as the Association grew.

Both the President and the Executive Director in their 1995 Annual Reports mentioned that the workload from April 1994 to March 31, 1995 was enormous. This was the period the legislation stipulated that grandparenting applicants and eligible (but non-registered) BSW and MSW applicants were required to apply for registration. It was determined that almost 3,000 application packages were requested and sent out during the first year to persons who were interested in applying for registration, most of whom were persons interested in applying under the grandparenting clause of the new legislation. According to the Board of Examiners' 1995 Annual Report, 1,131 actually applied before the deadline of March 31, 1995. Of the 1,131, 799 were individuals seeking to be grandparented, 283 were eligible BSW's and MSW's, and 49 applications were received from those requesting registration as a private practitioner. It became a major task just to open and file all pieces of mail so that applications and other pieces of documentation (eg., references, transcripts, academic authorizations) could be located later and processed. In addition, telephone calls increased dramatically from persons enquiring about the status of their applications as well as general inquiries about the registration process and questions about unique circumstances. The Administrative Secretary to the Board, Suzanne Desjardins, had been originally hired as part time, but her time was quickly increased to full time and an assistant, Patricia Pitt, was hired to assist her during the last two weeks of the grandparenting deadline.

The Thirty-Third Annual General Meeting May 4, 1996

**The 33<sup>rd</sup> AGM**<sup>9</sup> was held at the Best Western Glengarry in Truro, NS and the President was Cheryl Gillett. There were 56 members in attendance.

**AGM Highlights:** The President mentioned that the main work of the Association during the year was reorganization to accommodate issues associated with licensure. For example issues of how the Act impacted persons applying for grandparenting and also how employers were responding to the employment of grandparented social workers as well as questions about the qualifications of grandparented social workers.

It was at the 1996 AGM that a By-law on proxy voting was approved as a way for more members to take part in voting on important matters that were discussed and voted on at Annual meetings of the Association. A committee of Regional Representatives led by Elaine Campbell completed the preparatory work on the wording of a By-law that would accomplish this change and presented the proposed amendment to the AGM.

It was noted at the AGM that the Administrative Secretary, Dachia Joudrey resigned in September 1995 to take a position with another employer and Diane Mitchell joined the Association as Administrative Assistant. At this point in the life of the new Association, there were three permanent part-time employees. Dianne Mitchell – Administrative Assistant; Suzanne Desjardins – Registrar’s Clerk; and Harold Beals – Executive Director.

The 1996 Annual Report recorded that the NSASW office had moved to new quarters on Brunswick St., in Halifax during June 1995. The office space was greatly expanded from that in Dartmouth with a reception and administrative area, separate office for the Board of Examiners, and an office for the Executive Director. There was also a large room suitable for Council, committee and Board of Examiner meetings. For the first time in its history, the Association finally had a location that would accommodate all Association activities.

By the 1996 AGM the leadership positions were listed as follows:

Executive: President – Cheryl Gillette; Vice President – Jean Bremner; Secretary – Alex Bruce; and Treasurer – Linda Roberts.

Standing Committees: Social Action – Peter Mullally and Carolyn Campbell; Program – Susan Gagnon; Professional Development – Irene Carter and Bruce Hicks; Public Relations – Marianne Arab and Jane Deveau; Membership – Sharon O’Connor; Standards of practice – Barbara MacPherson; Nominating – Linda DeBaie and Gail MacDougall; Private Practice – Bessie Harris.

Regional and other Representatives: Halifax – Mary Liz Greene and Jill Ceccolini; Valley – Andrea Munro; South Shore – Jane Schnare and Gail Sarausky; North Shore – Kathleen Dodds; Cape Breton – Catherine MacDougall; Cumberland – Robert Forbes; Fundy Shore – Yvonne Doucet; Colchester – Elaine Campbell and Elizabeth Paul; CASW Rep – Wendy Truill; Dalhousie School of Social Work Faculty – Gwen Fitzgerald; Social Work Student Rep – selected by students; NSASW Rep – Maxine Colley.

The Thirty-Fourth Annual General Meeting May 2, 1997

**The 34<sup>th</sup> The AGM**<sup>10</sup> and Conference was held at Cole Harbour Place in Dartmouth, NS and Cheryl Gillett was President.

**AGM Highlights:** The President announced that after much deliberation and discussion within the regions and the Council, a form of “proxy voting” at the AGM was instituted for the first time during the AGM in 1997. “Proxy voting” was, in fact, a form of mail-in ballot

9 The Annual Report of the NSASW Annual General Meeting of May 4, 1996. Location: NSASW Library

10 The Minutes of the NSASW Annual General Meeting of May 2, 1997 – Location: ( NSASW Library Binder)

and was designed to apply to By-law amendments and to matters that would require an increase in membership fees. The intent was to provide an opportunity for members to participate in the democratic process who otherwise could not attend the AGM. There were five resolutions that the Council brought before the 1997 AGM and the process was initiated without difficulty. All proxy votes were added to the votes of members voting in person at the AGM.

By the 1997 AGM new leadership was emerging which was re-elected in 1998 as well.

Executive: President - Jean Bremner; Vice President – Bessie Harris; Secretary – Jane Schnare; Treasurer – Jane Earle; Past President – Cheryl Gillett.

Board of Examiners : Marilyn Peers (Chair)

Standing Committees: Social Action – Peter Mullally and Eileen Carey; Program – Susan Gagnon; Professional Development – Irene Carter and Bruce Hicks; Public Relations – Jane Fraser-Deveau; Membership – Althea Tolliver; Standards of Practice – Barbara MacPherson; Nominating – Linda Deveau and Gail MacDougall; Private Practice – Deborah March.

Regional and other Representatives: Halifax – Mary Liz Greene and Jill Ceccolini; Annapolis Valley – Andrea Munro and Tracey Sarsfield-Turner; South Shore – Gail Sarausky and Ed McClare; North Shore – Kathleen Dodds; Cape Breton – Catherine MacDougall; Cumberland – Frank Allen and Sharon Murphy; Fundy Shore – vacant; Colchester – Elizabeth Paul; NSABSW – Maxine Colley; CASW Rep – Wendy Trull; Dalhousie School of Social Work Faculty – Gwen MacDonald-Slipp; Social Work Student Rep – to be selected by students.

The  
Thirty-Fifth  
Annual General  
Meeting May 8,  
1998

**The NSASW 35<sup>th</sup> AGM<sup>11</sup>** was held at White Point Beach Resort at White Point, NS. The President was Jean Bremner.

**AGM Highlights:** The President mentioned that the past year was a period of transition requiring the rewriting of the Association’s mission statement and goals that were submitted to the membership for approval. The Council approved an Association bursary of \$500 for a student attending the Dalhousie School of Social Work full-time or part-time.

During 1997-98, the Council continued to respond to the ever-changing requirements demanded by the implementation of the new Act. For example, some members expressed their hesitation to volunteer for positions on Council or the Board of Examiners due to the Association’s lack of full liability coverage. The Council made the decision to purchase Directors & Officers Liability insurance to augment the protection afforded under the Social Workers Act to encourage members to volunteer for Council positions. The Council also approved an investment strategy for the Association, set up a discipline fund to pay for discipline hearings, approved a new salary scale for the Registrar’s Clerk, changed the Administrative Secretary’s job title to Office Manager, increased the Executive Director’s time and developed a proper contract for his employment.

During 1998 the Council was anticipating the problem of a fast-growing organization and an unwillingness of a membership to increase membership fees to support the responsibilities and mandate of the organization going forward. The Council was anticipating deficits in the years ahead if more revenue was not forthcoming. Cutting back on Association resources was not considered to be an option for a large and growing membership that was also demanding more services paid from membership fees. Furthermore, the membership was expected to pay for regulation of the profession, something that not all members fully understood. As a result the Council proposed a change in the Association’s By-laws that would give the Council authority to change membership fees but this was narrowly defeated at the AGM. This plunged the Association into a period of uncertainty that required a special meeting of the membership in the fall of 1998. Immediately after the AGM the President and

11 The Minutes of the NSASW Annual General Meeting of May 8, 1998 – Location: (NSASW Library Binder)

the Executive Director traveled the province meeting with members in the regions and explaining the financial crisis and answering questions. At the special meeting the same proposal was placed before the membership again and this time it was approved thus relieving the Association of the problem of not being able to fulfill its legal mandate.

The in-coming members of Council for 1998-99 were: President – Jean Bremner; Vice-President – Bessie Harris; Secretary – Jane Schnare; Treasurer – Joyce Halpern; Past President – Cheryl Gillett.

Standing Committees: Social Action – Eileen Carey; Program – Veronica Marsman; Professional Development – Bruce Hicks and Wayne Hartlen; Membership – Althea Tolliver; Public Relations – Jane Fraser-Deveau and Judy Aymar; Standards of Practice – Sandra Nimmo; Nominating – Linda Debaie and Gail MacDougall; Private Practice – Deborah March.

Regional Representatives and other Representatives: Halifax Region – Vacant; Valley – Tracie Sarsfield-Turner; South Shore – Ed McClare and Susan Gagnon; North Shore – Vacant; Cape Breton – Catherine MacDougall; Cumberland - Frank Allen and Sharon Murphy; Fundy shore – Vacant; Colchester/Truro – Geraldine Wright; NSABSW – Vacant; CASW – Wendy Trull; Dalhousie School of Social Work Faculty – Glen Drover; Social Work Student – Vacant.

The Thirty-Sixth Annual General Meeting May 7, 1999

**36<sup>TH</sup> ANNUAL GENERAL MEETING<sup>12</sup>** held at the University of Kings College, Halifax. Jean Bremner was President (1997-99).

**AGM Highlights:** The President, Jean Bremner, reviewed the Mission Statement that had been developed for the Association and provided an accounting of how successful the Association was in carrying out its mission during the year. The Association's mission included the following: A licensing process that protects the public; On-going professional development of its members; Comprehensive Standards of Practice; Sound ethical decision-making in social work practice; Social action that is timely and informed; and Supportive services to the membership.

To carry out these goals extra staff time was needed to do research and assist committees and to cope with the increased workload of the Board of Examiners. The Executive Director's time was increased from 3 to 4 days per week in 1998 the majority of this position's time was spent assisting with committee work. A Research Assistant for 2 days a week was included in the proposed budget. An Assistant to the Registrar was hired during the year for two days per week and it was recommended to increase the time to three days per week to efficiently handle the increasing workload.

The Association had always been heavily involved in social work education and had a direct interest in the planning, functioning and academic changes taking place at the Dalhousie School of Social Work. As a result a Liaison Committee was established by Council to address issues affecting both the School and the profession. This committee consisted of the NSASW representatives on the school's advisory committees (e.g., BSW; MSW; Continuing Education; and School Advisory Committee) Prior to this the NSASW reps acted independently on each school committee and were not always fully aware of the Association's positions on all the school's proposals for social work education. The NSASW reps now had an opportunity to meet together and sometimes with the NSASW Executive to review proposals put forth by the School and were then in a position to give a coordinated response to the School.

Under the Board of Examiners Report, David Williams noted that 799 applications were considered under the grand- parenting clause and that 277 Review Hearings were held. In addition, 109 applicants with a degree in social work were approved for registration. At the end of 1998 there were 1295 active members in the

12 The Minutes of the NSASW Annual General Meeting of May 7, 1999 – Location: ( NSASW file cabinet)

Association.

The Association considered professional development vitally important for the continued competency of the social work professional. As a result, the Council, through the Professional Development Committee initiated a program of Regional Professional Development Grants in 1998. Members in each of the Association's regions were encouraged to apply for a \$500.00 grant to be used to hold a workshop or conference for their members. Also in 1999, the Council designated \$15,000 for professional development, which was used to hold at least one province-wide conference related to professional development of members.

Incoming Council for 1999-2000: President – Bessie Harris; Vice-President – Jill Ceccolini; Secretary – Vacant but later filled by Anne LeBlanc; Treasurer – Joyce Halpern; Past President – Jean Bremner.

Standing Committees: Social Action – David Williams; Program – Veronica Marsmen; Professional Development – Mary Crompton and Alice Dean; Public Relations – Judy Aymar; Membership – Althea Tolliver; Standards of Practice – Sandra Nimmo; Nominating – Cheryl Downton and Marilyn Barry; Private Practice – Irene Carter and Carolyn Mossman.

Regional Representatives and Other Representatives: Halifax – Andre McConnell; Annapolis Valley – Denise MacDonald-Billard; South Shore – Susan Gagnon; North Shore – Carol Shaffner; Cape Breton – Dawn MacKeigan; Cumberland – Sharon Murphy and Betsy Prager; Fundy Shore – Brenda Romans; Colchester – Nora Jessome and Mark Scales.; NSABSW – filled by NSABSW; CASW – Wendy Trull; Dalhousie School of Social Work Faculty – Glen Drover; Social Work Student Rep – filled by Student Body.

### **Major Developments During the Decade<sup>13</sup>**

#### **Regional Issues:**

During the first half of the 1990's the Council was assuming major responsibility for the push toward licensure. Since the majority of Council members were from the Halifax region, the President at the 1990 AGM mentioned that rural social workers were expressing a feeling of being isolated and not included in the decisions undertaken by the Council. This issue seemed to be inevitable due to the abundance of members in the Halifax metro area compared to the other areas of the province. At that time, Metro Halifax had 189 members; Cape Breton had 47 members, Valley had 16, South Shore had 12 and the North Shore and Truro had 30 members. Council agreed that focus needed to be on increasing representation from outside the metro region. Discussion focused on undertaking a consultation process with members and how this might be done.

Several planning meetings were organized by the Council beginning in December 1988 to look at the structure of the Association and to determine if a different model would facilitate regional representation. It was recommended that the views of the membership be obtained by setting up a consultative process during the fall of 1989. A three member Consultation Committee<sup>14</sup> composed of: Mike Marentette, Gwen Fitzgerald, and Marilyn Peers were appointed by Council to bring recommendations forward to the 1990 AGM. The committee members organized several consultation meetings in Halifax, Bridgewater, Kentville, Truro, Church Point, Sydney, and Antigonish.

Regional members valued the contact with the Consultation Committee members and the opportunity to learn about the issues being discussed at the Council. They wanted to have input and the top recommendation of

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13 The information in this section is taken from a reading and consolidation of the Minutes of the AGM's as well as the Annual Reports (where available) that were found in the files located in the NSASW office and also specific issues of the newsletter CONNECTION.

14 Consultation Report to the 1990 AGM., Location: NSASW Archives, Binder containing the AGM Minutes and Reports – 1990's.

## History of the Nova Scotia Association of Social Workers

the Committee was for the consultation process to be a planned annual event. In addition, Regional members wanted Council to support the development of more branches in regions that showed interest; support a broader circulation of the NSASW Newsletter to all social agency staff; continued support for advocacy and public statements made by the Association; and for the social work faculty at the School of Social Work to actively endorse social work as a profession with their students.

A strategy was initiated in 1991 to implement the recommendations of the Regional Consultation Committee. A decision was made for the Regional Reps to meet together prior to the regular monthly Council meeting beginning in January 1991. The group would rotate the chairing of the group and select a spokesperson to report at the Council meetings. The Regional Reps decided that they would like to have members of the Executive visit their regions to continue the consultations.

It was noted that there were 7 regions of the Association in 1991 that reported at the AGM which were: Halifax Metro; Cape Breton; Cumberland; Digby/Yarmouth/Clare (later renamed, Fundy Shore); North Shore; South Shore; and Annapolis Valley.

In the 1990's the only way that members could regularly come together was through regional meetings held monthly or once a year at the AGM. There was no other mechanism to come together and have input to issues relevant to the Association. The members of the Council met monthly in Halifax and the Regional Representatives were expected to keep their regional members informed of Council business. However, there was no clear mechanism of feeding back issues or concerns of the regions as a group that could get the attention of the Council.

By 1992, the Regional Reps were being recognized as a group and meeting regularly prior to the regular monthly Council meetings. It was also recommended to Council that the Association publish four editions of the newsletter annually to improve communication with the regional members as well as all members.

In the 1993 Annual Report, Cape Breton Region noted 96 members; Truro - 24 members; Cumberland -14 members; Fundy - 22; and North Shore - 15-20

In 1994, the Regional Reps gave annual reports to the May 6, 1994 AGM which indicated the number of regions that were active at that time. North Shore Region – Nancy Gorham (hosted the first AGM under the new legislation); Cape Breton – Ken O'Neil; Fundy Shore – Co-chairs Madeline Deveaux and Mary Pyche,; Truro Region – Elaine Campbell; Annapolis Valley – Anne Marie Maloney.

In 1995 the Regional Reps were: Halifax Metro - Mary Liz Greene; Valley – Judy Burrows and Wayne Hyson; South Shore – Jane Moffatt-Schnare; North Shore – vacant; Cape Breton – Catherine MacDougall; Cumberland – Robert Forbes; Fundy Shore – Mary Pyche and Geanna Walker; Colchester – Elaine Campbell.

The 1995 Annual Report of the Association documents the activities of seven of the eight regions at that time: Valley – Anne Marie Maloney; Truro – Sharon Suttis; Fundy – Mary Pyche; North Shore – Nancy Gorham; Halifax – Mary Liz Greene; Cape Breton – Cathy MacDougall; and Cumberland – Donna Fitzpatrick. Meetings were attended by 15-20 members and were held three or four times per year on average. Meetings would normally take place over lunch or dinner hours as a convenience for members to attend. Some of the region's issues and concerns were: Licensure and questions regarding member's applications; proxy voting process; meeting the new Executive Director and questions about the Association and clarifications of the provisions in the new Social Workers Act; a stronger link and communication between members; planning for social work week activities in the region; grandparenting; promotion of the idea of alternate regional members to attend Council meetings to represent their region; and holding professional development sessions. Also, several methods were introduced by regions to bring members together as regional members such as – brown bag

lunches, wine and cheese receptions, social work week luncheons with a special speaker.

The Cape Breton Region reported on an interesting process in their annual report by setting out specific goals and objectives for the coming year. For example: a concerted attempt to improve communication and participation with all Cape Breton members around matters being discussed by Council; to increase the profile of social work practice among the Cape Breton membership; and the establishment of a Cape Breton Action Committee to address important issues and events pertaining to social workers in Cape Breton.

It was becoming clear that the work in the Association's regions was increasing calling regional members together, organizing information sessions, arranging social work week activities, reporting to Council meetings and overall representing the concerns of regional members. To recognize this work as well as the travel time to monthly Council meetings in Halifax, the 1995 AGM approved an amendment to section 10 of the 1994 By-laws to permit co-chairs of the Association's eight regions as well as the Board of Examiners and standing committees, to be elected to Council. If co-chairs attended a Council meeting together, only one could vote on motions before the Council at any Council meeting.

The annual reports of 1996 echoed similar themes during the middle part of the 1990's decade. The Halifax Region noted the presence of Alexa McDonough, RSW the national leader of the New Democratic Party of Canada and also the attendance of Dr. Jim Smith, MLA, Minister of Community Services who proclaimed Social Work Week and awarded the CASW Distinguished Service Award to Joan Glode, Registrar of the Board of Examiners and Executive Director of the Mi' kmaq Family and Children's Services of Nova Scotia. Other activities reported by regions during 1996 were: a concern with issues around professional liability and responsibility in the practice of social work; the professional development levy; and wage inequities for social workers in the health field.

The attendance of members at regional meetings seemed to increase and decrease depending on the ability to get members together and discuss issues that were of interest and relevant to them. For example, Kathy Dodds the representative for the North Shore Region reported in the 1996 annual report that her region covered a very large rural area with few members in the area. As a result, activity "waxed and waned" over the years. The most interest was generated during the years 1992 – 1995, as this was the region where the first AGM was held under the new social work Act. Members were busy planning for the hosting of the 1994 AGM and provincial conference. After the conference, members attending regional meetings decreased and the decision was made to hold separate meetings in Pictou and Antigonish / Guysborough with joint meetings twice a year. The idea was that this would make it easier for members of this large rural area to meet together.

By the time of the 1999 AGM, Regional Representatives were reporting that activity was increasing among members and they were making good use of the opportunity to bring regional members together for professional development as well as meetings with the Executive Director and President who traveled to the regions and held discussions on relevant issues being worked on by the Council. According to the Annual Report for 1999, six out of the eight regions mentioned that the Executive Director and the President had attended meetings in their regions during the year. Topics covered were: the Association's financial crisis; resolutions proposed for approval at the AGM; promoting the profession; membership fees; and professional development programs. The concerted effort by the Council to provide funds for Council representatives and the Association's Executive Director to travel to regional meetings and meet directly with regional members was viewed quite positively by members.

By the end of the 1990's it appeared that members were taking a more active part in the affairs of the Association as well as taking responsibility for their own professional development and promotion of the profession of social work. The luncheons and after work gatherings as well as formal professional development days and planning events for the annual social work week brought members together in the regions and served

to promote social work in rural areas of the province. However, geography and work schedules continued to be a challenge in the rural areas where members were scattered over large distances making it difficult to attend lunch meetings or after work sessions especially during the bad weather season.

### **Long-term planning to consolidate the Association's role:**

To prepare for licensure and to address the on-going issues of the membership, a long-term Planning Committee had been set up by the Council in 1991 which recommended the need for more space for the NSASW office to respond to expectations of the membership with an Executive Secretary starting at part-time to respond to an increased workload. Although there was no licensure legislation at the time, membership had increased over the past few years in anticipation of it.

To meet the demands of the increased membership activity a decision was made to approve an increase of membership fees to \$200.00 per year. Also new membership categories were approved to replace the non-practicing to be known as retired and unemployed.

The minutes of the Long-Term Planning Committee<sup>15</sup>, dated January 21, 1994, indicated that a lot of time and energy was being spent on the planning for implementation for the new Act scheduled for April 1, 1994. The job responsibilities for the Executive Secretary for the Association had to be clarified as well as the new position of Registrar's Clerk for the Board of Examiners who was to be hired soon. It was becoming clear that it was necessary to make sure that information under the Board of Examiner's responsibility was to be maintained confidential to the Board. The difficulties posed by self-regulation were becoming clear as time went on. Under this system, the Association had responsibility for regulation which meant that it was the source of revenue to fund the activities of the Board of Examiners yet information and decisions had to be kept confidential from the Association. That is, the Executive or the Council could not be privy to the Board's information regarding registration or complaints and disciplinary matters. To cite a practical example, all applications or re-applications for registration received in the mail at the Association's office were to go directly to the Board of Examiners. When the Board approved a new application, the name was then placed on the membership list and released to the Council and the Association. Policies and procedures had to be developed to ensure this level of confidentiality which had not been the practice prior to licensure.

Designs were being discussed and approved for registration and membership certificates as well as wallet sized membership cards. A discipline fund was being set up to provide accessible funds to pay for discipline hearings. There was on-going discussion about the separation of Board and Council and legal opinions were sought from the Association's legal counsel.

There was discussion of the controversy developing around the new status of NSASW after proclamation and a statement in the minutes of the Long-Term Planning Committee mentioned, "...*carefully plan everything to avoid splits in the Association*". There seemed to be a realization and concern that not everyone saw licensure as a positive event and that more work was needed to develop more education workshops and training sessions. There was discussion regarding a one-day workshop for new members or a series of sessions explaining the fine points of the new legislation.

In January 1995 a long-term planning session was held at Veith House in Halifax that was a different approach to the usual planning session of the Committee. The Executive usually conducted their own long-term planning but this time, committee chairs were invited to attend or provide written input. At this particular planning session, committee chairs were asked to invite their committee members to join the Executive also. The following issues were discussed:

- The need for more communication between the Association and its members

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<sup>15</sup> The Minutes of the NSASW Annual General Meeting of May 6, 1994 – Location: (NSASW Box #4)

## History of the Nova Scotia Association of Social Workers

- Set up an Internet communication with the membership to discuss specific issues;
- Questions and responses concerning standards of practice and the Code of Ethics from members could be easily documented;
- The Newsletter could be more readily used to generate discussion on standards and ethics;
- The public image of the Association
  - The Public Relations committee and the newsletter should be used to inform the public and the membership about the profession
  - The Executive Director should visit each region of the association to address questions on licensure
  - A “hotline” should be set up to answer questions from the public.
- Mandates, plans and budgets were discussed
  - Difficulty was expressed about preparing committee budgets for future years when the current committee may no longer be in place – it was agreed that Council might revise budgets during the year if necessary.
  - Committee mandates were prepared and provided to each committee chair to share with their committee members – committee plans for the year can be developed and shared with the Council.
- The format of the Special Meeting and the scheduling of at least two Council meetings over a weekend during the year were discussed. Council members wanted more time set aside to network, collaborate and socialize.

### Board of Examiners:

In 1990, the Chair of the Board of Examiners, Harold Beals, noted that membership was increasing. He noted also that there were 7 members of NSASW and one government appointment to the Board, Judge Corrine Sparks, who was appointed to the Board by the government to replace Judge Elizabeth Roscoe who had been elevated to the Supreme Court.

The Board of Examiners Report for the 1991 AGM, indicated that the number of applications of eligible social workers for registration (Ordinary Members) had increased by about two thirds between 1989 and 1991. The increase was attributed to the anticipation of the new legislation to be passed in the Legislature. The statistics for 1989, 1990, and 1991 were listed as:

	<u>1989</u>	<u>1990</u>	<u>1991</u>
Ordinary	44	69	73
Student	30	18	24
Associate	nil	7	2
Total	74	94	99

By 1992 the Board approved 146 new members during the year compared to 1989, 1990 and 1991. The Board was signaling that now was the time for it to prepare for licensure and the Board hired a person part-time to help reorganize the Board to prepare for licensure. It should be pointed out that even though the Council was convinced that licensure was going to be a reality, they were not sure when this would happen. Everything depended on the government’s decision to introduce the proposed legislation in the House of Assembly. As a result, it was difficult to decide when resources should be allocated to prepare for the reality of licensure. This uncertainty was reflected vividly in the work of the Board that showed increases in registrations from 1989 and leading up to 1991 as shown above. There were steady increases followed by a lull and then a dramatic increase in registrations all reflecting the uncertainty in the Council and subsequently the membership of when the licensure would be a reality.

Cheryl Downton, the Chair of the Board of Examiners during 1992-93 reported they met ten times from June 1992 to May, 1993 and approved 81 applications for membership (55 ordinary members, 17 student members and 9 Associate members).

The Board of Examiners Annual Report for 1994 mentioned that 80 applications for ordinary membership had been approved during the year. Several tasks were completed in time for the implementation of the new Act such as: criteria and process for supervision of social worker candidates; pre-testing of examination process; preparation of a job description for the position of Registrar's Clerk; review of private practice documentation; guide for processing applications; review and revision of application and reference forms.

The Annual Report of the newly constituted Board of Examiners under the new Act was presented for the first time at the 1995 AGM. Ms. Jane McClure, a lawyer and one of the three government appointments to the Board, was elected by the Board members as Chairperson and presented a picture of the work of the Board during its first year of operation. The first meeting of the new volunteer Board was held in September 1994 when it began the large task of processing applications for registration and membership in the Association. April 1, 1994 to March 31, 1995 was the one-year time period under the Act for persons practicing social work without a social work degree or for private practitioners without a MSW degree to apply to be grandparented if they were eligible under the Act. This was also the same time period for persons to be registered who had a BSW or a MSW degree who were not yet registered but were eligible to be registered and bypass the candidacy provision under the Act. During that time period, a total of 1,131 applications were received for registration. Of this total, 799 (71%) were persons who wished to be grandparented and 283 were from persons with BSW's and MSW's who were not members but who wished to be registered and avoid the candidacy process. By the end of March 1995, 476 (42%) of the 1,131 applications had been processed leaving 655 applications outstanding. Of the 280 grandparenting applications processed, 74 (26%) were approved and 206 (74%) applications were denied by the Board of Examiners. Members at the AGM questioned the high rate of grandparented applications denied (74%) but were told this could not be revealed to the membership but that persons who were denied could ask for a review by the Board of their own application under the Act and a number had asked for the review. The only conclusion that the membership could draw was that after the Board assessed the grandparented applications according to the provisions under the Act, the Board came to the conclusion that they did not meet the requirements for registration. It was accurate to say that the Board must treat individual assessments as confidential but it may have been possible to list some broad requirement categories that were used by the Board without violating any confidentiality of any particular applicant. Unfortunately this did not happen and it created some discontent among the membership.

The Social Worker Candidacy program required under the Act began with the social work graduates of the spring of 1995. All new applicants requesting registration with a BSW or MSW degree after March 31, 1995 were the first to go through the Social Worker Candidacy program which required the passing of examinations and supervised practice for a period of time as defined under the Act.

Ms. McClure informed the members at the AGM of those who were serving as the first Board of Examiners. Appointed by the Council: Roseanne d'Eon; Jean Duplisea; Joan Glode; Veronica Marsman; Ken O'Neil; and Linda Smith. Appointed by the Governor –in-Council: Judge Corrine Sparks; Sandra Stratton; and Jane McClure.

The first year of the work of the Board was quite challenging for a volunteer Board staffed by one Administrative Assistant, Suzanne Desjardins and a volunteer Registrar, Joan Glode, who was also a Board member. After the first year of registration, there were still 655 applications pending approval by the Board. This was a large number to process and would include a large number who were asking for a Board review or going on to a judicial review in provincial court during the following year. In addition to registration, the Board had to be ready to process complaints of malpractice and incompetence from the public and to hold discipline

hearings if required. The years 1994 and 1995 (and for several years following) were very challenging to the Board.

<u>Board Approvals</u>	<u>1989</u>	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>
Total Applicants Approved	74	94	99	146	81	80	476

The above statistics show the concern expressed by persons working in the social work field who were not registered to practice under the voluntary registration and who were becoming aware of the requirements of the new licensing legislation as it might affect them and their practice. Beginning in 1989 and up to 1991, there was a slight increase in total memberships due to the information on licensure being provided by the Association. Then as 1992 arrived there was a perception that the legislation would soon be passed by the legislature that contributed to a large increase in eligible persons applying for registration. These would be persons working as social workers, who had the academic requirements for registration yet had neglected to register up to this point (eligible to be registered). The next two years, 1993 – 1994, saw a decrease in applications approved due to a perceived expectation that the government was not prepared to introduce the legislation in the House of Assembly. This may have created a false impression that it might never be introduced. However, by 1995 the Act had finally been passed and a very large increase in registrations was approved due, in part, to the deadline for both eligible social workers and grandparented social workers to apply for registration. That is, under section 23 of the new Act, eligible social workers and grandparented social workers had one year from April 1, 1994 to March 31, 1995 to apply. After that time grandparented applications were no longer accepted for registration. Furthermore, eligible social workers would be required to apply as candidates under supervision for a one-year period before being approved as a Registered Social Worker.

By 1995 it was becoming evident that there was tension between the Board and the Council. This occurred mainly due to the fact that the work of the Board needed to be conducted in a confidential manner and separate from the governing Council of the Association. For example, questions put to the Chair of the Board during the presentation of her 1995 Annual Report such as: Why was there such a high refusal rate among grandparented applicants? Another question related to the candidacy process and the anxiety that graduating students were beginning to experience about the process. In particular, the supervisory requirement that supervisors must have the MSW degree to supervise a candidate raised the concern that some entry-level positions do not have supervisors in the workplace with the required MSW qualifications. When this situation occurs how is the candidate to receive the required supervision?

It was obvious that there was concern among the membership present at the 1995 AGM about the reasons being used by the Board when refusing an applicant. It was also obvious that the Board was not able to reveal its reasons for denying a particular applicant due to confidentiality and that the only way that reasons could be revealed was if the applicant who was refused decided to appeal the Board's decision in court. If this took place the court's decision would be released to the public and the reasons would then become known. This reasoning was not easily understood by the general membership who did not clearly understand the independent workings of the Board. The membership was accustomed to the Board functioning within the Council as it did under the previous legislation.

After the 1995 AGM the Council began to notice the frequent absence of the Chair of the Board of Examiners at the monthly Council meetings. By the October 1995 Council meeting it was agreed to contact the Chair of the Board, Jane McClure, to enquire why she was not able to attend and asked to send a report to the Council in the future, if unable to attend. Again, noticed in the Council minutes of December 1995, the Chair of the Board was not present and there was communication that the Council should prepare a list of questions on which the Board's report could be prepared.

The report of the Board of Examiners at the 1996 AGM emphasized again the huge job the Board undertook to

review and process all the applications for registration at that time. According to the Annual Report, the Board again reported that 799 applications were received under the grandparenting clause of the Act by the deadline of March 31, 1995. By the 1996 AGM, 754 of the 799 had been reviewed by the Board's Admissions Committee and of those 538 did not meet the criteria under section 23 of the Act and were denied registration. Also, 215 met the criteria for registration and were registered. Of the applicants that were refused registration, 248 applied for a review hearing under the Act and by the 1996 AGM the Board had processed about 82 review requests. The purpose of the review hearing was to give the applicant an opportunity to present their arguments as to why they should be registered. The applicants had the option to proceed by way of oral or written submissions or both. They were also encouraged to include the support of employers or co-workers to attend the hearing and attest to their job functions. If their application for registration was refused the applicant had six months to apply to the Supreme Court for a judicial review. One of the problems faced by the Board was that some applicants did not appear for the review hearing and gave no indication to the Board that they were not planning to attend. Others would cancel or withdraw their request for a review one or two days before the hearing which made it impossible to reschedule other reviews in its place. This caused delays for the Board and slowed the process for those who were waiting for a review.

The quantity of work by the nine volunteers of the Board of Examiners required a huge commitment that required them to schedule hearings over weekends in order to accommodate the work. For example, a report<sup>16</sup> prepared by Jane McClure, the Chair of the Board, to the Council indicated that the Board had scheduled four three-day weekend meetings (Saturday, Sunday and Monday) from March to June to try and deal with the high number of review hearings. We can only imagine the difficult task of trying to arrange the schedules of the persons going before the Board for the review hearing as well as the nine Board members; some were from other parts of the province and had to make arrangements for accommodation for the three-day meetings. Undoubtedly, this required many sacrifices and commitment on the part of all the people involved. The Board was aware of complaints from applicants concerning delays in making decisions and was determined to process the large number of review requests in as short a time as possible.

The Board was slow in organizing their complaints and discipline committees due to some resignations on the Board and most of the Board's effort and energy was spent on the registration process. It is clear that the grandparenting process demanded an unexpected amount of time from the volunteer Board members. Processing almost 800 grandparenting applications by collecting references, job descriptions, academic records, etc., amounted to a huge quantity of paperwork that had to be reviewed first by the volunteer Registrar and one administrative staff person, and then by the full Board of Examiners. Furthermore, the realization that a very large number had to be rejected (67%) caused frustration and controversy among the membership as well as the applicants who had applied to be grandparented.

The members of the Board of Examiners as of the 1996 AGM and reported by the Chair of the Board were: Council Appointments - Jean Duplisea; Joan Glode; Veronica Marsman; Linda Smith; David Williams; two vacancies. Government appointments were Judge Corinne Sparks; Jane McClure and one vacancy. There were also two retiring Council appointments during the year – Roseanne d'Eon and Ken O'Neil as well as one Government appointment – Sandra Stratton.

With the above vacancies as well as the retirements during the year it is clear that the Board of Examiners had to overcome several difficulties. In addition to the application of new legislation, there were vacancies and retiring Board members during the year placing additional workload on the remaining Board members. Nevertheless, the remaining Board members worked hard and applied themselves to the task before them. They required a vote of thanks by the membership for their commitment and devotion to ensuring that the job was

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<sup>16</sup> "Grandparenting Application Up-date Report as of March 11, 1996", a report by the Chair of the Board of Examiners to the Council attached to the minutes of the NSASW Council meeting of March 11, 1996. Located in NSASW Library in the Blue Binder labeled "Council Minutes, 1995, 1996".

done correctly and with due process.

During the 1996 AGM, there were several questions and concerns regarding the grandparenting process and the Supreme Court finding against the Board decision to refuse registration to 12 grandparented applicants. A resolution was passed at the AGM that characterized the concerns of the membership about the grandparenting process. It is stated below:

*“Be It Resolved that the NSASW acknowledge and address the concern of the application process for membership under the “Grandparenting Clause” and take some steps to review this matter, i.e., provide some opportunities for discussion either at the provincial or local level; clarify the application process and the organizational structure of the association; assist in making available opportunities for individuals who wish to obtain a B.S.W.”<sup>17</sup>*

In October 1996 the Council asked the Board for a full report on the grandparenting application process and at the November 1996 Council meeting the Chair of the Board of Examiners, Jean Duplisea, provided a report to the Council concerning the twelve grandparented applicants who were refused registration upon a review hearing had sought a judicial review in the Supreme Court of Nova Scotia and won their case for reconsideration by the Board. The Supreme Court ruled that the Board of Examiners erred in law by not providing sufficient reasons for refusing registration and that each of the twelve applicants were to be given another review hearing before the Board of Examiners. An excerpt from her report follows:

*“Each applicant who was refused registration during the grandparenting window is entitled to a review hearing. The purpose of the review hearing is an opportunity for the applicant to put forward their arguments in favour of registration. The applicant has the option to proceed by way of written submissions, oral presentation or both. They are encouraged to include persons such as employers or co-workers who can attest to the nature and extent of their actual job functions to accompany them to the review hearing. The Board of Examiners may confirm or vary its decision upon the review. If the Board’s decision is confirmed upon the review the applicant may apply for a Judicial Review within 6 months of the confirmed decision.*

*Twelve applicants who were refused registration upon a review hearing have sought a judicial review that was held in Supreme Court on August 14, 1996. It has been ruled that the Board of Examiners erred in law by failing to give sufficient reasons. It was ordered that a new hearing was to be granted to each of the applicants before the Board of Examiners.*

*The Board of Examiners believed that they were providing sufficient reasons in their final written decisions. The applicant upon review did not demonstrate to the Board that they used the specialized knowledge, values, and skills required as the basic level of practice of the social work profession in their role of employment and did not practice Social Work as defined in Section 5(2) of the social Workers Act. The knowledge and skills that enabled the applicant to carry out the responsibilities of that role could be gained from fields other than social work and thus were denied membership.*

*The Board will meet in mid January or early February 1997 to conduct another review hearing for each of the 12 applicants. There will be a full Board (currently 9 members) in attendance for each review hearing, unless there is a conflict of interest. The Board will continue to schedule at least 12 review hearings a month after the Judicial Review applications have been dealt with.”<sup>18</sup>*

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17 Minutes of the 1996 AGM. Location: Black binder located in the NSASW library.

18 Board of Examiners, Report to Council, November 18, 1996. Location: Minutes of the November 1996 Council meeting. Black Binder (1995,1996) in the NSASW library.

A report from the Board of Examiners to the Council on January 13, 1997 indicated that new hearings were set up to rehear the twelve applicants that were granted a second opportunity by the Supreme Court to present evidence to support their application for registration. At the time, the Board was preparing to hear 126 new cases that had requested a review of their rejected application for registration. In addition, the Board had granted registration to 198 applicants under the grandparenting provision of the Act.

Again in 1998, another appeal against a Board of Examiners' decision to refuse an applicant under the grandparenting clause of the Act was heard in the Supreme Court of Nova Scotia. In *Margaret Doiron (appellant) vs Jean Duplisea et al (Respondents)*<sup>19</sup>, a decision was rendered on June 25, 1998 that in effect said that the Board exceeded its jurisdiction by assessing the appellant's level of expertise rather than only considering whether she practiced social work as defined in section 5(2) of the Act. That is, the Board tried to determine if the appellant possessed the values, knowledge and skills of social work rather than if she practiced social work as is required in section 23 of the Act. She merely needed to demonstrate that she practiced social work as defined in section 5(2) of the act:

*“ For the purpose of this Act, the practice of social work is the assessment, remediation and prevention of social problems and the enhancement of social functioning of individuals, families, groups and communities by means of*

*(a) the provision of direct counselling services within an established relationship between a social worker and a client;*

*(b) the development, promotion and delivery of human-service programs; or*

*(c) the development and promotion of social policies aimed at improving social conditions and promoting social equality, including that done in collaboration with communities,*

*and which requires the application of specialized knowledge, values and skills in the field of social work.”*<sup>20</sup>

The appellant was able to demonstrate that she did practice social work as defined in section 5(2) above and produced a job description and statements from supervisors and a program director that confirmed it.

The definition in section 5(2) contains a phrase that served only to confuse the Board of Examiners in applying the clause. The phrase: *“and which requires the application of specialized knowledge, values and skills in the field of social work”* implies that the practice of social work needs to be conducted with social work knowledge, values and skills without defining anywhere in the Act what the knowledge, values and skills are. As a result, an applicant for registration under the grandparenting clause is not in a position to prove that he or she possesses these attributes since they are not defined in the Act. In effect, the knowledge, values and skills of social work are whatever the Board defines them to be which is not fair to an applicant.

The drafters of the Act realized that their definition of the practice of social work was written in a form that could conceivably be carried out by persons in other professions or job titles. As a result they added the phrase at the end of the definition to require that the applicant carry out the elements of practice with the social work knowledge, values and skills. Unfortunately, these terms are not formerly accepted nor do they have demonstrated meaning outside of the academic community.

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19 Appeal – C.A. No.144965, Margaret Doiron (Appellant) and Jean Duplisea et al (Respondents). Location: Council minutes of September 1998 in the black binder labeled 1998 in the NSASW library.

20 Social Workers Act, Chapter 12 of the Acts of 1993, **amended** 2001, c. 19; 2005, c. 60.

As a result, when the Board tried to apply these terms to assess whether an applicant could be registered to practice social work, the Supreme Court found that the Board exceeded its jurisdiction by requiring an applicant to demonstrate something that even the profession itself had not officially defined.

On the one hand, the Board was applying the standard to social worker candidates, which does require that the applicant pass examinations under a separate section of the Act. But this requirement does not apply to the grandparenting provision. The grandparenting applicant only needs to show that he or she performs the job as defined in the Act, not prove their expert knowledge, values and skills to do the job.

It is surprising that the profession has not been able to define and implement an approved set of knowledge, values and skills specific for the profession. This may have led to several problems both in practice of social work and also the regulation of the practice. Social work education, on the other hand, has been teaching these concepts in social work faculties for many years but only as general concepts not as elements that can be described, specifically defined and measured through testing. It has raised problems not only in the regulation of practice but also in the workplace when social workers try to differentiate what they do among other helping professionals. Often areas of expertise overlap in work settings where several professions work side by side sometimes leading to conflict in the workplace. As a result, social workers have witnessed an erosion of their roles and often seen their roles taken over by other professionals due mainly to a failure to define what the practice of social work is and that social work is the best profession to carry out certain roles.

Another issue that was brought to light by the appeals of the Board of Examiners decisions was that mistakes made by the Association's regulatory body could be costly. Losing appeals usually means that the association will bear the court costs as well as legal fees that can be substantial for an association funded only by membership fees. For example, the appeal to the Supreme Court in the Doiron vs Duplisea et al matter ordered the association to pay \$3,500.00 in court costs. The Association would only have very limited ways to pay these costs either by increasing membership fees, imposing a levy on members for a limited time to pay off the debt or by diligently planning ahead to develop a fund which would anticipate the need for these expenditures. All these possibilities would require the approval of the membership something that was difficult to imagine given the lack of understanding of the role of a regulatory body and some actual opposition to the need for such a body in the first place.

In addition to the Association bearing the cost of appeals and re-hearings during the grandparenting phase, the Board of Examiners also had no control over the number of investigations into complaints of incompetence, misconduct and unethical behaviour, some of which would lead to a costly discipline hearing. Realizing the potential for these extraordinary expenditures, the Association decided to carefully plan for a fund to be set aside to be used for unexpected legal costs associated with discipline hearing and appeals.

In 1999, in light of the appeals and Judicial Reviews, as well as comments from NSASW members and circulating rumors among the membership, the Council was still concerned about the grandparenting process as applied by the Board of Examiners. So after the process had completely ended in February 1999, the Chair of the Board, David Williams, provided a written report<sup>21</sup>, which clarified the process and assisted in the Council's understanding of what had occurred.

### **Professional Development:**

In addition to the licensure activities underway during the 1990's, the Association was concerned about the perceived crises being faced by the profession and its place among the other helping professions. There is

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21 Review of the Grandparenting Process, report by David Williams, Chair of the NSASW Board of Examiners, presented to the NSASW Council, February 8, 1999. Location: Council minutes and reports in a binder labeled Council Meetings, 1999 in the NSASW Library.

no doubt that the long process of designing and convincing the membership and government about licensure generated a lot of discussion. The general attitude seemed to be that now that the profession had achieved licensure attention could be focused on the state of the profession and its role in the future.

A two-day conference<sup>22</sup> was part of the AGM in April 1991. The theme of the conference was: “Social Work in Crisis: What are we going to do about it?” Gail MacDougall, President of the CASW, gave the Keynote Address. She spoke to the conference about eight common professional issues: visibility of the profession; creditability of the profession; isolation/stress of individual professionals; social policy formulation; ethics and standards of practice; culture, race, language and human rights; licensing of social workers; and leadership and organization of the profession. Panel presentations were given by: Alex Bruce - Halifax School Board spoke about the crisis in education; Wanda Thomas Bernard – Professor at the Dalhousie School of Social Work spoke about racism and the isolation that black social workers experience; Verle Marchand – Victoria General Hospital; spoke about the lower status of social workers compared to other professionals and the contributions that social work can make to quality health care; and Vicki Wood – Chisholm Treatment Centre spoke about licensure and how it could form a collective identity and stop the divisions and position the Association to advocate for social justice and empowerment. This conference provided a good look at the state of the profession and the concerns it had at the beginning of the 1990’s. Several themes arose from the two-day conference: What will be the impact of licensure on the profession; the need to support the Association of Black Social Workers to eradicate racism from our agencies and communities; and how to address the isolationism experienced by many social workers in rural communities and workplaces.

Continuing social work education was seen as a valuable asset that would give social workers an opportunity to update their practice as well as join in the discussion about the state of their profession. Louise Calder, Coordinator of the Continuing Education program at the Dalhousie School of Social Work, made an interesting proposal and motion at the AGM on May 6, 1994. It stated:

“I move that each member of NSASW pay a \$25.00 levy in addition to and at the same time of paying their annual membership fees to the Association and that the Association transfer the amount paid by members to the Maritime School’s Continuing Education program to assist in providing ongoing professional education for social workers in Nova Scotia in exchange for this \$25.00 levy each member shall receive a credit towards registration for any workshop or course offered in the fiscal year in which the levy is paid. Seconded by Gwen Fitzgerald. Carried. (This motion was passed with the understanding that it was made for the 1995 year)”

This was a significant proposal designed to ensure that members of the NSASW had a reliable resource of relevant professional development (P/D) programs available to them organized by the Dalhousie School of Social Work’s Continuing Education program. It was recognized that organizing a variety of P/D programs was a difficult task for volunteers and the idea of having a professional organizer that could provide these programs to members was a bonus for the School and the NSASW.

The Continuing Education program at the School of Social Work was organized in July 1987 and support for a regional program of continuing education came from virtually all human services organizations in the region. Dalhousie University provided start-up funds for a three-year period after which the program was to be self-sustaining from registration fees. A part-time coordinator and secretary staffed the program. However, due to the recession at that time, downsizing by agencies resulted in limited or no funds for training, and put the onus on social workers to pay for their own continuing education. This forced the Association to develop a program for its members and as a result the proposal was made for the P/D levy to provide a program that benefited both the Association and the School of Social Work’s Continuing Education program.

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22 Social Work in Crisis: What are we going to do about it?” A report on the two-day conference as part of the activities of the April 1991 AGM. Location: Box #4, NSASW Archives.

**A Special Members' Meeting and Workshops**<sup>23</sup> was held at Veith House, Halifax on October 28 & 29, 1994. There was an evening of three workshops on the 28<sup>th</sup> with respect to Standards of Practice; Code of Ethics; and Private Practice. The Special membership meeting was held the next day. The most important issue discussed at the Special Membership Meeting and Workshops was professional development. For the Special Meeting, a motion was passed to “withdraw and rescind” the motion made on May 6, 1994 AGM for members to pay a levy of \$25.00 which was to be transferred to the school’s Continuing Education program. The reason for this was that the motion was in conflict with the Association’s By-laws (section 24) because the required notice for an increase in membership fees was not given to the membership. The Special Meeting was considered to have provided the required notice and discussion for the members to legally consider a new motion. Bruce Hicks, Chair of the Professional Development committee, introduced a new motion on professional development and in his summary leading up to the motion, he mentioned that the Social Workers Act requires the Association to organize a P/D program for its members. Also, that the Association was not in a position to deliver the program on its own and as a result, engaged in discussions with the Continuing Education program of the School of Social Work to help organize a program for the NSASW.

The P/D Committee developed an agreement with the School of Social Work which was distributed to the membership before the Special Meeting which outlined the details of the proposed agreement including a proposed \$25.00 levy on each practicing member which was to be used “to provide a grant to the School’s Continuing Education program to support the Agreement for the year 1995”.

The new motion, presented by Bruce Hicks was in two parts: (a) to accept the agreement between the NSASW and the MSSW Continuing Education program to facilitate delivery of a professional development for the members of the NSASW; and (b) based on the agreement, the Association would charge a \$25.00 levy to each registered practicing member for the year 1995 and the member could apply the \$25.00 as a discount towards the registration fee of any one workshop or program offered by the School’s Continuing Education program. This new motion was passed by the membership.

Some of the important features of the agreement between the School and the NSASW were:

- The Continuing Education program would “help develop and deliver” programs on behalf of NSASW.
- The Council of NSASW could appoint the Chair of the P/D Committee and one other member of the Association to the Continuing Education Management Committee that is responsible for the Continuing Education program.
- The coordinator of the School’s Continuing Education program was to attend NSASW P/D committee meetings when requested.
- The coordinator of the School’s Continuing Education program would consult with members in the NSASW regions regarding their P/D needs.
- That there would be a minimum of two programs depending on adequate registrations.
- The P/D committee would do an evaluation after implementation of the agreement to determine its effectiveness as a basis for its renewal.

To address other problems associated with attending professional Development programs by members, Bob Haley, a member of the P/D committee, conducted a survey<sup>24</sup> prior to the Special Meeting to get the views of the membership on some of the barriers to attending professional development programs. There were 630 members of the Association and approximately 12% answered the survey.

The survey asked many questions related to the influences interfering with their attendance at P/D programs, what their most urgent training needs were, a preferred format, preferred timing for continuing education activities, and desired location of continuing education programs. Most answered that they preferred to have

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23 The Minutes of the NSASW Special Meeting of **October 28, 29, 1994** – Location: (NSASW Box #4)

24 Location: Box #4, NSASW Archives

programs located in their own regions by local specialists. Also, other issues such as having time available, cost of the program, getting time off work, and family responsibilities were barriers to attending programs. In general, having this sort of information available was an asset to the P/D Committee in helping to plan a relevant program for NSASW members.

At the 1995 AGM a motion by the Professional Development Committee to continue the P/D agreement between NSASW and the School of Social Work Continuing Education program as well as the \$25.00 levy on practicing and non-practicing members to support the program was approved for the year 1996.

The Professional Development committee developed an interesting program during the 1995 and 1996 years. The Coordinator of the School's Continuing Education program reported to the AGM that the agreement and the \$25.00 levy had permitted the program to develop an interesting and varied program throughout the province. In the spring of 1995 the program organized 6 programs in the Halifax region; 3 courses in Sydney; 1 course in Baddeck; 3 courses in Amherst; 2 courses in Sydney; 2 courses in Digby; and 1 course in Antigonish. Because of this, the social work community was benefiting from this regional approach. In addition, a series of workshops were planned and facilitated by a faculty member of the School.

The Chair of the P/D Committee, in his 1995 Annual Report, emphasized that under the Association's Standards of Practice, each practicing and non-practicing social worker is required to undergo 40 hours of P/D annually. Also that the mandate of the P/D Committee is to provide mechanism to help members manage their responsibility for P/D. The Chair indicated that the economical and political climate had put serious constraints on the ability of social workers to improve their professional knowledge and skill. In addition to the programs offered through the Continuing Education program, the P/D Committee organized a one-day conference to which the \$25.00 rebate could be applied.

The Professional Development committee reported during the 1996 AGM that the main thrust of the Committee's work had been the development of a "full scale" P/D program for the membership. The Committee tried to meet the diverse needs of members throughout the province. They seriously looked at the need to provide members with a high level of competence through a commitment to continuing education. The program advocated a strong commitment to individualized programs as well as one-day conferences on general themes and regional programs according to the needs of the regional members. To address the needs of regional members the Committee arranged to hold consultations with regional members that helped design programs that addressed the issues relevant in their practice areas. These were the years during the NSASW history when P/D was a prominent activity within the Association and it was assisted by the expertise of the Continuing Education program at the School of Social Work. The agreement the Association had with the Continuing Education program was a significant financial contribution to the School and permitted the Association to make use of the expertise of the School's program to develop workshops and locate facilitators and workshop leaders on a wide variety of subjects throughout the province. This format was able to address the rural concerns about distance and cost to attend programs that were previously held in the Halifax region.

The School's expertise was made available to the Association and its members had professional development opportunities available to them. This was considered an important development which permitted members to fulfill their P/D responsibility of 40 hours of on-going education annually, a commitment that members are obligated to adhere to in order to maintain their license to practice.

The financial arrangement amounted to forwarding to the School about \$25,000 annually from the \$25.00 P/D membership levy that existed in 1995 and 1996 but the Professional Development Committee was looking for other and different ways for members to have more direct access to a portion of the P/D funds while at the same time reinforce partnership with the Continuing Education program at the School.

## History of the Nova Scotia Association of Social Workers

A motion approved by the members at the 1997 AGM made the following changes to the use of the P/D funds: A grant of \$500 would be made available to the eight NSASW regions to organize local /regional preferences related to professional development; A grant of \$2,000 would be made available annually to special interest groups to help organize activities relevant to their specific interest or area of practice; an amount of \$1,000 would be set aside for the Association to purchase books and videos for members to borrow from the Association's library; and finally, a reduced grant of \$20,000 would be made to the School to assist them in providing programs relevant to NSASW members.

In addition to the changes to the P/D funds, the Council decided in September 1997 to set up a Bursary of \$500.00 for a student enrolled in the social work program at the Dalhousie School of Social Work. Bursaries are awarded based on financial need and scholarships are awarded on the basis of academic excellence. A scholarship previously set up by the Association was contributing to the Dr. Lawrence T. Hancock Scholarship, a pioneer in social work who held leadership positions in the Association and a past Director of the Maritime School of Social Work. The bursary seemed to be preferred by Council and the Bursary was to be awarded to the student in their first year of study towards a BSW degree and they would be eligible beyond the successful first year of study. The successful student would also be expected to contribute in some way to NSASW during their studies and should have demonstrated social work values in their previous endeavors.

By 1998 the Association was facing a financial crisis due to a failure to raise membership fees to keep up with inflation and a growing organization with greatly expanded responsibilities. A Special Meeting to deal with the financial crisis was held at the VG Hospital on October 24, 1998, to adjust the membership fees by terminating the \$25 professional development fee. It was felt that eliminating the P/D levy and increasing the membership fee by \$25 was one of the few ways that were available to increase the revenue of the Association while, in effect, keeping the total annual fees paid by members the same. Since the membership could not be persuaded to increase membership fees during this period, this was the only avenue available to the Association to deal with its financial crisis and meet its regulatory and professional obligations. This action effectively brought to an end the agreement between the Association and the Dalhousie School of Social Work Continuing Education program.

The Professional Development Committee initiated a program of Regional Professional Development Grants in 1998. Each of the eight regions could apply for a \$500.00 P/D grant and in 1999, the Council designated \$15,000 for professional development to continue the P/D grants and organize a fall social work conference to assist members to meet their obligation to participate in a minimum of 40 hours of professional development annually.

### **Social Action/Justice:**

Throughout the years, the preoccupation with social justice and the desire to focus on social action to speak out on injustice was a continual focus by the Association. Even though the Association was preoccupied with the pursuit of licensure, the members of the various social action committees continued their promotion of social justice during the 1990's. Of course human and financial resources limited activity. Conducting surveys and researching issues followed-up by reports on their findings always puts a lot of pressure on any volunteer efforts. However, the various committees during the 1990's maintained the spirit of social work as it struggled to remain committed to its mandate to promote social justice.

The Social Action Committee reported at the 1990 AGM that it was represented on the Anti Poverty Network Committee that was comprised of representatives from 60 different organizations and groups. It was also looking at the de-indexation of Family Benefits that occurred in June of that year and "Work for Welfare"

policies in Digby, NS.

At the 1992 AGM, the Social Action Committee reported that it needed to reactivate and expand the activities of the Committee. It had taken steps to respond to Child Support and a Public Discussion Paper distributed by the Dept. of Justice, Ottawa.

As reported at the 1993 AGM, the Social Action Committee sent out a comprehensive questionnaire to members to identify issues of concern to them and solicit regional members for the committee. Focus for the year was the development of a report on the implementation of the new Children and Family Services Act.

At the 1995 AGM Social Action Committee reported that it was active during the year and made presentations to the Federal Committee on reshaping the social security system – a response to the paper prepared by the federal government. Also, a position paper on the initiation of casino gambling in Nova Scotia was prepared. Attempts were made to involve the membership in other issues such as: regional issues; young offenders; foster care; and provincial budget implications for social services and welfare.

At the 1996 AGM, Peter Mullally, Chair of the Social Action Committee, reported on the work that was completed on a reorganization of the committee. A revised statement on the mission, values, responsibilities, and operations of the committee was prepared for discussion first at the Council and also to the AGM and a proposed revised By-law for presentation and approval at the AGM. The committee was convinced that a clear direction for the activities of the committee needed to be developed so that more coordination of social action by the Association could lead to more focused action.

The revised statement of the committee laid out four functional responsibilities that made it clear what the focus of the committee should be. Paramount among the functions was the importance of the committee promoting and supporting the active involvement of the members of the Association in social action and justice issues. The Committee saw its principal mandate as the encouragement of the members to become more involved in this work and not just leaving all the work of social action to the committee. The committee's responsibility was to elicit issues from the membership and to engage in research and develop action plans to address the issues. Action plans could be realized by coordinating action with other social action/justice groups working in the province as well as with the CASW Social Policy Committee and the media by preparing press statements for circulation to the various media outlets throughout the province. In fact during this period of reorganization, a constant stream of press releases were prepared on the social policy and social justice issues of the day. These are located in a binder labeled "Press Releases" in the NSASW library and have been preserved as a testament to the determination of the Council and its committee to ensure that the general public, as well as the membership, were aware of the social issues that concerned the profession.

Members of the Committee at this time were: Peter Mullally (Chair); Carolyn Campbell; Brian Crawford; Cathleen Jennex; Mark Koenig; Marty Wexler; Susan Nasser; and Harold Beals.

One of the first initiatives of the Committee was the response to the October 1996 announcement by the Minister of Community Services announcing a 3% cut in provincial funding to community-based agencies to be followed by a review of these agencies while at the same time stating a commitment to assuring basic necessities, the protection of vulnerable children, and support for people who need help to achieve self-sufficiency.

The Social Action Committee reported at the 1997 AGM on the results of their project known as the "January Story Campaign"<sup>25</sup> which was launched in January 1997 and their report released in March 1997. The campaign

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25 January Story Campaign, prepared by the Social Action Committee of the Nova Scotia Association of Social Workers, March 1997, located in the NSASW library in the binder containing a collection of the Council minutes and reports of 1997.

was launched as a result of the government's 3% cut to community-based agencies. The project was a collection of stories from social workers and their clients during January and February 1997 concerning the erosion of community and health services with the subsequent hardships for both workers and clients. The Association through its Social Action Committee held a widely publicized and well-attended press conference at the NSASW office on March 12, 1997 to report publicly on the results that indicated:

- Client's needs are not being met;
- Social Workers are not able to offer effective and ethical protection
- The system discourages self sufficiency
- The stories reflect feelings of powerlessness, despair, frustration, anger, confusion, and discouragement
- Current policies and practices of income assistance programs are demeaning and dehumanizing
- The on-going contradictions of the province's two-tier income assistance program (provincial and municipal) lead to confusion and double binds for clients.

The survey made a number of recommendations one of which was later implemented by the Department of Community Services. The study recommended that the Government implement a "one-tiered income assistance program throughout the province of Nova Scotia" with public input as well as an advisory committee to offer advice and support concerning on-going policies and practices of the one-tiered system. Other recommendations included a uniform rate of income assistance throughout the province; a gradual increase in income assistance rates to bring them up to the Statistics Canada low income cut offs (LICO); reasonable caseloads for income assistance workers; standardized educational requirements for all income assistance workers; and a mechanism for income assistance recipients to make a complaint concerning disrespectful behaviour toward them or poor quality of service.

The January Story Campaign was a very significant initiative of the Association that demonstrated how effective the Association could be when the Social Action Committee was able to mobilize members of the Association to engage in social action activities.

In December 1997, the Association placed an opinion piece in the Chronicle Herald asking the government where its promised reform of the welfare system was headed since it was announced over six months previously. The implementation date for the reform was stated to be four months away in April 1998 but yet there was no public consultation or discussion paper for public review and input as promised. The Association was critical of the delay and lack of adequate public consultation and mentioned the story campaign launched in early 1997, which concluded that government needed to establish a "forum that was permanent and had proper resources to ensure public involvement in social policy development and service delivery"<sup>26</sup>

Following this successful "Story Campaign" and the position taken by NSASW's editorial, the government in December 1997 sponsored a focus group to provide input for design social policies for the administrative efficiency and equitable access to programs across the province. Community organizations including NSASW were invited to participate. The Chair of the Social Action Committee, Peter Mullally, presented the paper that emphasized the need to provide education, job skills, and training in partnership with the private sector with particular incentives for young people. The paper further emphasized: adequate income assistance to raise the income level of recipients to the Nova Scotia poverty line and even raised the concept of a guaranteed annual income; effective public consultation including the public at large, recipients of social programs, and a cross section of helping professionals; and adequately fund programs for children and families as mandated under the Children and Family Services Act.

Another initiative of the Association reported in the 1997 Annual Report of the AGM, the NSASW Council had set up an ad hoc committee to study social work in health care following several meetings with social workers

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<sup>26</sup> "Has welfare reform become a very private affair?". An editorial in the Halifax Chronicle Herald, December 3, 1997. Location: Minutes of the Council, December 8, 1997 in the black binder in the NSASW library.

in the health field, particularly from members in the Cape Breton, Central and Western Regions who were concerned about erosions of social work positions in the health care field. The mandate of the ad hoc committee was to study and develop a strategy for the Association to respond to changes in the social work profession in the health field and to hire a consultant to assist with the study. A survey questionnaire was prepared by Dr. Joan Harbison of the School of Social Work at Dalhousie University and sent to all social workers known to be working in the health field. Social workers responded to the survey with concerns about the effects of downsizing; changing roles; employer demands that were perceived as conflicts with the Code of Ethics; lack of recognition in their jobs; and salary issues.

At the 1998 Annual Convention held in White Point Beach Resort, Dr. Harbison, lead researcher for the Health survey presented a report<sup>27</sup> on the preliminary findings of the survey. Approximately 360 social workers were identified as working in the health field from the NSASW database and were sent questionnaires developed with the assistance of Dalhousie University. This represented approximately 32% of the NSASW membership and about 16% of these responded to the survey. An excerpt from the report is quoted below:

*“The group who responded to the questionnaire is representative of many dimensions of the profession. They range in age from 23 to 70 and received their professional undergraduate, graduate and other qualifications over a 40 year period. Their practice in the fields of medicine, mental health, substance abuse, home care, and long term institutional and community care, is conducted in rural, urban and rural/urban contexts. And while a large majority of the group are line social workers there are also many who fill management roles.”*<sup>28</sup>

Another important finding revealed by the survey was related to job deployment, mobility, and losses and gains of social work positions. Although this would suggest a very stressful work environment for social workers, however, findings show that social workers are holding their own in retaining jobs in the health field.

A critical question asked by the survey was what role NSASW should play in relation to social workers in the health field. Four major themes emerged: (a) professional development and promotion of social work in the health field; (b) intervene on issues of qualification, standards of practice, and regulation of social workers in health; (c) address pay equity; and (d) address and promote policy issues concerning access and equity in the health field.

In November 1998 the Social Action Committee prepared a report on the restructuring of social assistance that was approved by the NSASW Executive and forwarded to the Department of Community Services and the Standing Committee on Community Services. This 26-page report was a major effort by the Committee and the members of the Association who contributed and assisted in its review. The brief outlined 23 recommendations that were presented to the Standing Committee on Community Services during one of its formal hearings.

The Brief<sup>29</sup> made the following points in its Executive Summary:

- Income assistance needs to be distributed at a rate above the recognized poverty lines;
- The public needs to have opportunities to provide input into the development of social policies;
- The Association supports, in principle, the National Child Benefit Program implemented in July 1998 as a new federal/provincial initiative to address poverty;

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27 Nova Scotia Social Workers in the Health Field: Highlights from the Preliminary Report of the NSASW Survey. Prepared by the NSASW Health Committee, April 1998. Location: Minutes and Reports (1998) in the black binder in the NSASW library. Also the full report is available in the NSASW library.

28 Ibid, page 1

29 Nova Scotia Association of Social Workers, Position on the Social Assistance Restructuring Initiative, prepared by the NSASW Social Action Committee, November 1998, page 2. (Location: Minutes of the NSASW Council December 1998 in the black binder in the NSASW Library.)

## History of the Nova Scotia Association of Social Workers

- The association advocates for program initiatives that are focused on early intervention and prevention services for children and youth;
- Services to youth between 16 and 19 years need attention from our government;
- The present focus of the government to reform the system by providing mechanisms to move people on social assistance to the workforce indicates a preoccupation with the notion that people's problems will be resolved through employment;
- Social services, funded by public funds from government, designed and implemented by independent community-based agencies, is the best way to ensure that the community has a say in the design and implementation of services relevant to people in their own communities;
- Providing a Guaranteed Annual Income (GAI) may be expensive but it is less cumbersome to administer than the present complexity of programs. Because it is income-based, it is less intrusive and less demeaning to the recipients than the present system.

The report goes on to state:

*"It has become quite obvious that governments over the past several years have been most concerned with cutting deficits and this has largely been successful. However, we believe this objective was accomplished by deep and harmful cuts to the health and social service system that has produced untold damage to our most vulnerable people. It has kept people in poverty and robbed them of vital services. It is now time for governments to pay back those who have felt the brunt of fiscal restraint. Social investments in children, the family and individuals should now be the priority of both the provincial and federal governments."*<sup>30</sup>

The Social Action Committee in 1999 established a working committee on Social Welfare Reform. A report was prepared to respond to a government task force seeking input from the community as to how to eliminate the government deficit. The Council hired a consultant to prepare the submission on behalf of the Association that was completed and forwarded to the task force in November 1999. The submission<sup>31</sup> to the "Fiscal Management Task Force" emphasized the concern that if reductions to funding of social programs were instituted as a way to reduce the government deficit, it would result in severe economic hardship for individuals who use these vital services.

### **Standards of Practice:**

At the 1991 AGM Corrine Napier chaired the Standards of Practice Committee. Committee members were: Diane Kays, Marjorie MacKinnon, and Brenda Richard. The committee responded to enquiries on ethical issues, discussed criteria for private practice, reviewed applications for private practice, and served on the salary parity and licensure committees. A document, "Standards for Classification for Social Work Practice" was approved by the Council on January 14, 1991 and approved by the NSASW membership at the May 21, 1992 AGM.

The document attempted to set out levels of social work practice corresponding to academic education and experience. For example, three professional levels of practice were noted: (a) Basic Practice – identified by requiring professional practice skills not normally gained through day-to-day work experience but are obtainable through professional education and requires a bachelor's degree from an accredited school of social work; (b) Specialized Practice – identified by mastery of intervention of at least one knowledge and skill method together with the disciplined use of self with individuals or groups and broad conceptual knowledge of research, administration, planning methods and social problems. This level requires a master's degree from an accredited school of social work; and (c) Independent or Autonomous Practice – identified by specialized

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30 Ibid. page 3

31 Submission to the Fiscal Management Task Force, Nova Scotia Association of Social Workers, November 22, 1999. Location: Minutes of the Council meetings, 1999, NSASW library.

training developed and demonstrated under professional supervision to ensure the dependable and regular use of professional skills in independent or autonomous situations. This level requires a minimum of three years of supervision and demonstration following the Master's degree from an accredited school of social work.

These standards were adapted from the United States National Association of Social Workers (NASW) Standards for the Classification of Social Work Practice, Policy statement 4, prepared by the NASW Task Force on Sector Force Classification – September 1981. The Standards attempted to formalize the three levels of training that social workers were able to receive and to define the differences between them. Values, skills and abilities were identified and related to the three levels of training; BSW, MSW, and additional training beyond the Master's level. Although there was some controversy, the Association approved the Standards in an attempt to provide some clarification of what professional education was capable of achieving. For example, prior to the 1990's the profession did not have academic education available at the Bachelor's level. The basic education for a social worker was via the Master's program at universities. The introduction of the bachelor's level professional education caused some confusion within the profession and the public. The question was often asked: What can a MSW graduate do that a BSW graduate cannot do? Therefore, there was a need to develop some rationale to distinguish between the two levels of training.

Standards of Practice Committee reported at the 1993 AGM that it processed applications for private practice and noted that there was an increase in the number of applications. The committee saw that there was a growing trend of professionals choosing to do independent practice. As a result, the Committee decided to review the standards of practice with a view to developing new ones and to incorporate standards for private practice.

At the 1994 AGM, following the recent proclamation of the Social Workers Act a month earlier, several tasks were brought to a successful conclusion in time for the implementation the new licensure legislation: (a) By-laws were approved; (b) a Code of Ethics was approved; (c) a financial strategy for a professional development program was proposed; and (d) Standards of Practice were approved. The many members who volunteered so much of their time and energy must have been extremely proud of their accomplishment that took so long to come to conclusion.

At the Special Membership Meeting of October 1994, a group representing private practitioners made a motion that a Private Practice Committee be a standing committee of the NSASW Council.

Since no mention was made in the 1994 By-laws for a Private Practice Committee, an amendment to section 39 of the By-laws was approved at the 1996 AGM to establish a Private Practice Committee of the Council to address private practice issues, represent the concerns of private practitioners on the Council, publicize the role of private practitioners, and advocate on behalf of private practitioners and their clients.

At the 1996 AGM, the Private Practice Committee reported that there were about 110 private practitioners approved in the Association. This was the year that the Committee spent a considerable amount of time on trying to secure third party coverage for social work counseling services by insurance carriers. A major lobbying campaign was launched on 12 major insurance companies trying to educate them on the need to provide coverage in their insurance contracts to include coverage for counseling by social work practitioners.

In November 1997, the Council approved fee guidelines for private practitioners. This was based on the research of Bessie Harris a member of the Private Practice Committee and was the result of extensive consultation with the Council members, private practitioners and other provinces as well as other professions. It recommended fee maximums for clinical services, consultation, supervision, and education/training sessions while suggesting a list of factors for private practitioners to consider when deciding on a fee-for-service for their practice.

At the 1999 NSASW Annual Convention, the Council attempted to introduce an amendment to the NSASW by-laws that would have provided for a specialization in the field of clinical social work. The proposed amendment was defeated. The request for this change came from some social workers that work in clinical settings who believed that clinical social work required additional qualifications and expertise at/or beyond the MSW level of social work education.

Some social workers were also worried about the invasion of social work in the health field by other helping professions and the need to establish themselves as equal to the other professions in terms of professional education and skill. The Health Survey<sup>32</sup> and resulting report in 1999 prepared by NSASW for social workers working in the health field, indicated clearly that members wanted the NSASW “*to intervene on matters of the qualifications, quality issues, standards of practice, and regulation of social workers in health*”.

There was also a concern that both employers and unions of social workers were attempting to determine who could practice social work in a clinical setting by setting the qualifications and required experience for work in this field. This was happening because the NSASW had not developed any specific requirements for clinical social work and in the absence of appropriate well-defined qualifications and skills, the NSASW was in no position to provide any leadership on this issue.

Under the Social Workers Act (1993), the NSASW had the authority under section 11 (k) of the Act to establish areas of specialization and to prescribe the qualifications for practice in those specializations by way of a by-law passed by a two-thirds majority of members voting at a meeting of the membership. The intent of this authority was to ensure that the profession controlled the practice of social work and able to set standards that ensure that the public is protected from incompetent practice.

Following the defeat of the By-law amendment to establish clinical practice requirements at the 1999 AGM, the Health Committee decided to review the issue thoroughly and to try and get the input from a wider segment of the membership to decide if the field of clinical social work needed to be defined and standards established for practice in this area of social work.

### **Grandparenting:**

Grandparenting during the 1990's had two different aspects. First, the need to craft a definition in the legislation that would ensure that those who were being grandparented were competent to practice social work as defined in the new Act. Second, once in the legislation, how would employers perceive it and what would be the effect on employment of those who were grandparented? Another question was related to who would determine who was a grandparented social worker– the employer or the professional organization?

One of the largest employers of grandparented social workers would be the government of Nova Scotia. During the 1994 AGM it was reported that Gwen Fitzgerald, Jackie Pace and Rory Rogers met with members of the Department of Community Services, Patricia Ripley (Deputy Minister), Martha Crowe, Joe MacKinnon, and Judy Jackson to review the new Act in terms of the grandparenting provision. The conclusion seemed to be that the Association would determine what jobs were perceived as the practice of social work for grandparented applicants and therefore eligibility for registration and membership in NSASW. A meeting was also requested with the Department of Health to discuss matters associated with licensure of social workers in health care.

The President at the 1996 AGM was Cheryl Gillett and she mentioned that the main work of the Association during the year was reorganization to accommodate issues associated with licensure. For example, how the Act impacted persons applying for grandparenting and also how employers were responding to the employment of grandparented social workers and the questions they had of the qualifications of grandparented social workers.

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32 Social Workers in the Health Field: FEARS, FACTS AND FUTURES, prepared by NSASW, March 1999; Page 9.

## History of the Nova Scotia Association of Social Workers

An important development at the time concerned the portability of the RSW designation and how it was recognized by agency hiring practices including the government programs. The recognition of the RSW designation was a contentious issue following the revised social work legislation of 1993. The 1993 legislation allowed, for a limited time under a broad grandparenting clause, the licensing of persons as Registered Social Workers (RSW) who did not possess a social work degree. It became apparent that employers were not including the grandparented RSW as a legitimate qualification for employment. In addition, the grandparented social workers were also excluded from applying for lateral positions within their own agencies.

The grandparented social workers began to realize that although the Association through its Board of Examiners had reviewed their credentials, skill and experience and, as a result, registered them as Registered Social Workers under the Social Workers Act, employers were not considering their qualifications to practice social work. Because they did not possess the social work academic degree, some employers would not consider their application for employment.

At the 1996 AGM the grandparented RSW's turned to the Association to address the problem they were experiencing with their potential for employment as social workers. It was becoming clear as the Board of Examiners proceeded through the grandparenting process and had approved over 200 applications for registration, that employers were not considering the grandparented social workers when recruiting for social work positions. There were examples of grandparented social workers being denied the opportunity to apply for equivalent positions in their own agency or other agencies within the province. They were also not given the opportunity to advance to higher paid positions within certain agencies.

One of the grandparented social workers, Gail Sarausky, RSW took the lead on representing this group of social workers and presented a resolution at the 1996 AGM that brought this issue to the attention of the general membership. Her resolution was seconded by Fred Squarey, RSW and was approved by the members voting at the AGM. It stated:

*“Be it resolved that the Nova Scotia Association of Social Workers will advocate and lobby on behalf of grandparented RSW's for recognition and validation of the licensure process as well as portability of the RSW status from one position to another within a related field.”*

Just prior to the AGM, four grandparented RSW's sent a letter to all the grandparented RSW's informing them of the situation and the resolution that was to be brought forward at the AGM. The letter made a number of important points including the fact that they were found to be qualified by their employer when they were hired, that they were provided with further training opportunities and that they had gained a wealth of experience since being employed. They were not opposed to employers hiring persons with a social work degree, but that the licensure process interpreted by employers created discrimination against grandparented RSW's when they tried to apply for a lateral position or a senior position within certain agencies. Some employers discouraged grandparented RSW's from applying for positions and indicated that recent BSW graduates with no experience would receive priority in hiring over trained, experienced, grandparented social workers.

The letter to grandparented RSW's also pointed out that the Association was promoting the RSW status and advocating that it should be considered portable from one position to another but unfortunately, the Association did not control hiring practices. The letter indicated that some agencies and some middle managers supported the experience and skills of grandparented RSW's but it was evident that they were being directed or advised by a higher level of management to hire only social workers with social work degrees as being preferable.

The lobbying by the grandparented RSW's was successful and the resolution passed at the AGM instructing the Association to lobby on their behalf that took place during the following year. Another resolution also passed at the AGM directed the Association to *“provide some opportunities for discussion either at the provincial or local*

level” by clarifying the application process, the organizational structure of the Association and assist in making available opportunities for individuals who wish to obtain BSW degrees.

The resolution passed at the 1996 AGM directed the Association to “*advocate on behalf of the grandparented RSW’s for recognition and validation of the licensure process as well as portability of the RSW status from one position to another*”. As a result an ad hoc committee was established known as the Portability Committee to carry out the intent of the resolution. Several meetings were organized for the grandparented RSW’s, NSASW Council members, and the Dalhousie School of Social Work to discuss educational options for the RSW’s who did not have social work education. A survey was conducted to get the views and opinions of the grandparented RSW’s as well as employers which provided insights into their employment situation and which would be helpful to them in supporting their position that should be recognized by social work employers as having the skills to practice social work.

Gail Sarausky, RSW, a grandparented social worker and Chair of the RSW Portability Committee, reported at the 34<sup>th</sup> AGM in 1997 that a series of meetings with the Deputy Minister of Community Services had produced draft wording for advertising Child Welfare and Adult Protection positions to include the RSW designation to be one of the qualifications for those positions. The Committee was not as successful in getting private social agencies to accept the RSW designation for job opportunities in their agencies.

At the 35<sup>th</sup> AGM in 1998 the ad hoc RSW Portability Committee was able to report that the Department of Community Services approved wording, when advertising for child welfare positions, to state the minimum qualifications to be a BSW, or an RSW currently practicing as a social worker in the child welfare field in Nova Scotia. The wording of job advertisements for positions in child welfare included the following:

“ The successful candidate will have a BSW or an RSW who is currently classified and practicing as a social worker in the field of child welfare. The candidate must be registered/eligible for registration with the Nova Scotia Association of Social Workers.”

This wording continued to be used over the years and was noticed in an advertisement for a position in child welfare in 2010.

The Regulations to the Children and Family Services legislation were also amended to allow grandparented RSW’s to be appointed as agents for the purposes of carrying out the Act, a designation previously reserved only for social workers that had a BSW or a MSW degree.

The work by Gail Sarausky on behalf of the grandparented RSW’s deserves special recognition because it was due to her energy, creativeness and determination that the needs of this group of social workers in the Association were promoted.

### **Financial Crisis:**

The implementation of the Social Workers Act (1993) was expected to increase the revenue but also expected to increase the expenditures of the Association. Unfortunately, it was impossible to predict with any certainty what those increases would be. At AGM’s it was common for members to propose resolutions, which required additional expenditures without consideration for an appropriate increase in membership fees to support the expenditures.

The 32<sup>nd</sup> AGM in 1995 considered By-law amendments that were related to notice for voting on financial matters. Marty Wexler was the Treasurer and was concerned about members at AGM’s who proposed resolutions with expenditures that required an increase in membership fees and would have unprepared

impacts on the Association's budget. Mr. Wexler was reported in the minutes as stating: "*...motions passed at annual general meetings relating to expenditures have an impact on the budget, therefore, the recommended amendment makes sure that any financial changes are not initiated at an AGM but instead come through due process so that full consideration can be given to their impact*". Mr. Wexler was referring to an amendment to section 16 of the By-laws approved at the previous AGM in 1994 that stated that notice of AGM's is to be given at least 14 days before the meeting. His proposed amendment required that members who wished to introduce an amendment to a By-law relating to "an expenditure of funds necessitating a change in annual membership fees" would need to provide the NSASW Council with at least 6 weeks notice before the AGM and that the Council must provide three weeks notice before a vote by the membership at the AGM.

A further amendment dealt with informing the membership of changes in membership fees and the need not to inform the membership of the specific amount of change. The amendment simply required that there be a notice to change fees "regardless of the amount" that the fees are to be increased or decreased. This would constitute an effective notice of an amendment to change fees.

Both of these amendments indicate the debate going on within the NSASW Council and the membership regarding the need for the Association to have sufficient funds to provide for both its regulatory and membership expenditures with the advent of licensing. It was clear that licensing would be expensive and that membership fees would be the only revenue to finance it. The first few years of licensing were critical because the Association was not sure of the numbers of eligible social workers who were not registered prior to licensure. There was also the uncertainty of the numbers of persons who would take advantage of the grandparented clause in the new Social Workers Act. The 1995 AGM was the first opportunity for the membership to hear how the Board of Examiners was able to cope with the registration process as laid out in the Act. This would have been about one year after the Act was implemented and the expenses of the Board were becoming clear. Space to work, administrative staff to process the work, and a Registrar to monitor and make sure that the provisions of the Act, By-laws, and regulations were correctly applied, as well as a Board that was committed to volunteer their time in addition to regular jobs, required a lot of dedication on the part of those involved.

The Council which was responsible for ensuring that the registration process had the resources to be carried out effectively, seemed to be under pressure from the membership that were fearful of repeated requests for approval of increases in membership fees, on the one hand, and the need to cope with the expenditures associated with regulation on the other. The Council was under the gun to be very effective when asking the membership for fee increases. Understandably, the membership needed to be convinced that increases were necessary and the Council was obligated to justify that the need was real. This task became difficult due to the reality that some members at the time were not convinced that licensure was the best course for the profession. Knowing that there was a group of members who were against fee increases in principle, and that the Association's By-laws required a two thirds majority rather than a simple majority to pass, meant that the Council had to work very hard to have membership fees increased.

A highlight of the May 8, 1998 AGM was the looming financial crisis that was facing the Association at that time. Several issues were contributing to the crisis. The membership fees for the practicing members had not been increased since 1994 and did not allow for inflation. There was a levy placed on all practicing and non-practising members of \$25, which was directly passed on to the Dalhousie Continuing Education program to help organize programs for NSASW members. This amounted to approximately \$25,000 annually, which was a significant amount from the Association's revenues. Expenditures were rising due to the increase in the work of the Association as it tried to meet the increasing professional needs of its members as well as apply the regulatory responsibilities under the Social Workers Act, implemented 4 years earlier. The Association employed a part-time Executive Director and a volunteer filled the Registrar's position for the regulatory Board. Both these positions needed to be filled by paid staff working at full-time. The Executive Director's

employment was increased from 3 days per week to 4 days beginning in 1998. There was a request by the Chair of the Board of Examiners at the 1998 AGM to hire a Deputy Registrar to assist the volunteer Registrar with the investigation of complaints and to educate the public and employers on the regulatory process.

Although requests by the Council to increase revenues through membership fees were repeatedly denied by the membership voting at previous AGM's as well as the 1998 AGM, a motion was made to hold a Special Membership Meeting later that fall to resolve the Association's revenue crisis. The Special Meeting was held at the VG Hospital on October 24, 1998. Two amendments were proposed by the Council and approved by the membership: (a) to permit only the Council to submit proposed amendments to the By-laws regarding changes in membership fees; and (b) to rescind the \$25 professional development levy and add \$25 to the existing membership fee. These two changes in the By-laws provided a small step toward reducing the financial crisis.

It prevented individual members from proposing amendments to change membership fees but yet continued the practice of allowing the membership to vote on any changes in fees proposed by the Council thereby ensuring that the Council maintained control of the budgeting process. Also, by removing the \$25 professional development levy and applying it to the membership fee added about \$25,000 to the Association's revenue. As a result, the Council presented a balanced budget for 2000 that was approved by the membership at the 1999AGM.

### **“Proxy Voting”:**

At the 1996 AGM there were discussions relating to the new Social Workers Act and the need to find ways of making the AGM's more democratic. These discussions centered on a proposal to introduce a form of “proxy vote” at the AGM. Proxy voting by members who were not able to attend the AGM was approved by adding clauses (4) and (5) to section 18 of the 1994 By-laws. The proposed clauses (4) and (5) specifically referred to voting on resolutions to amend By-laws, changes in membership fees, or any expenditure of funds necessitating a change in annual membership fees.

The Regional Representatives were most vocal about the need for changes in how the Association conducted business at AGM's. The eight Regional Reps were involved with members in their regions during the licensure process, both before and after implementation of the new Act. The Regional Reps heard first hand from members who complained about the Association and were not satisfied with what the Association provided for its members and also how their voice could be more effective when important decisions were being made. Much discussion and debate took place on the ability of members to affect change in the democratic process of the Association. Some of these complaints were: some employers would not or could not release employees from the workplace to attend AGMs; members complain about the cost involved to attend; and members from rural areas find it difficult to travel long distances but wish to have their voice heard. Furthermore, the best way for the Association to exercise its responsibilities was to have as many members as possible able to attend the AGMs so that the Association could better represent the interests of its members.

Therefore, the eight Regional Representatives were given the task of organizing the effort to bring about proxy voting and by December 1995 produced a draft process for voting by proxy which was circulated to all Regional Reps for discussion at regional meetings. Elaine Campbell, Regional Rep for Colchester (Truro), led the discussion on the need and reason for introducing proxy voting at the 1996 AGM. She pointed out the advantages and disadvantages of using proxies. Some advantages were that more members would have a voice in the decisions that affect them and the profession. Using proxies would allow members to exercise their responsibility to be informed voters because they would feel that their vote would count. Some disadvantages were that proxy voters would not have the benefit of the “on-floor” discussion and so may not be fully informed when exercising their proxy vote on a resolution. Also proxy voters could not vote on resolutions proposed from the floor during an AGM.

The proxy voting By-law approved at the 1996 AGM was, in effect, a vote by mail on proposed amendments to the Associations By-laws, fee changes or motions for expenditures that would necessitate a change in membership fees. The proxy voter would need to provide their registration number on a signed ballot containing the proposed wording of the resolution and indicate either a “yes” or “no” to the resolution. The ballot would need to be received at the NSASW office at least one week prior to the AGM. Hopefully this measure would finally encourage members to become more involved in the decision-making process of the Association. The ideal situation was that members would continue to attend the AGM and the expectation was that all members who were not able to attend the AGM would use the proxy ballot. It would remain to be seen if the membership would actually take full advantage of this change.

In fact, from 1997 to 2003, the average number of members voting by proxy during that period was 83. The highest number of members using the proxy vote was at a special meeting in 1998 (153) and the least using the proxy vote was in 2000 (19)<sup>33</sup>. With a membership of over 1,500 by 2003, it was not reasonable to argue that proxy voting was a realistic opportunity for the membership to participate in the affairs of the Association. At the very most, only 10% of the membership ever took advantage of proxy voting during the seven years that it was available. It became obvious that proxy voting was used most frequently when voting for membership fee increases proposed by the Council. Between 1997 and 2003 there were six motions to change membership fees and three attempts to change the proxy voting By-law all defeated primarily by those members who voted by proxy. Rather than allowing more members to vote at AGM’s on important issues, proxy voting became a mechanism for a select few who were against any attempt to increase membership fees and who used this method to prevent those who attended the AGM’s in person, who listened and participated in the debate, and who voted in favour of these motions only to realize that their participation was rendered useless. It was not uncommon for those who counted the proxy votes to realize also that many of the same names appeared on the proxy votes year after year creating the realization that a select few were bound to use the proxy voting system to vote against anything that they personally did not like regardless of the merits of the issue. It was only at the 2004 AGM that the Council refused to make proxy voting available to the membership as the result of a careful review of the Social Workers Act and advice from the Association’s legal advisor that deemed the proxy By-law in conflict with the Act. As a result, the Association returned in 2004 to a show of hands or secret ballot by members attending the AGM to pass amendments to By-laws with a required two-thirds majority.

### **Mission Statement:**

The 1998 AGM also saw the approval by the membership of a mission statement and defined goals with objectives that the Association pledged to pursue over the next decade. This was an initiative of the President, Jean Bremner, who encouraged the Council to develop the statement and to ensure that the membership had input prior to the AGM where the statement was approved. The mission statement as approved by members attending the 1998 AGM states:

*“The Nova Scotia Association of Social Workers promotes and regulates the practice of social work so its members can provide a high standard of service that respects diversity, promotes social justice, and enhances the worth, self-determination and potential of individuals, families and communities.”*

A set of goals established to carry out the mission statement, also approved separately at the AGM, focused on comprehensive standards of practice, timely and informed social action, ethical decision-making, on-going professional development, a regulatory process that protects the public, and membership services. Following approval of the mission statement, the Council developed objectives for each of the stated goals that were used by the standing committees to provide continuity for their activities over the years.

### **By-law amendments passed during the AGM's of the 1990's:**

During the first part of the 1990's the Association found that there were few By-laws in effect that would allow the Association to carry out its responsibilities under the new Social Workers Act. A set of By-laws were developed prior to and eventually approved as the new Act was coming into force at the May 1994 AGM. Furthermore, the Council was continually proposing policies and procedures as well as amendments to existing By-laws to permit the Council to manage the affairs of the Association more effectively. The following is a list of the important changes that the Council debated and eventually presented to the AGM's for approval. The records show that in addition to the first set of By-laws approved under the new Act at the May 1994 AGM there were additional amendments approved at all the AGM's from 1994 to and including 1999.

#### 1994 Special Members' Meeting:

1. An amendment was made to the Schedule of Fees which formed part of the By-laws to charge a professional development levy to each NSASW member to cover the cost of providing continuing education opportunities to members.

#### 1995 AGM:

1. Amendment to By-law 16(3) – to prevent the AGM from passing motions that would require an expenditure of funds and impact on the proposed budget unless the request was presented to the Council six weeks prior to the AGM for study and forwarding to the membership prior to the AGM. The Treasurer was becoming concerned that the Council's ability to propose a budget was compromised due
2. to the unexpected requirement to expend funds, which might force the Association into a deficit position at the last minute.
3. New By-law 39A – to establish a mandate for a private practice Committee under the Act.
4. Amendment to By-law 10 – to allow for co-chairs to be elected to Council. This was proposed to divide up the work of committees and regions.
5. Amendment to By-law 28 – to create a new membership category of "RSW Retired" with a membership fee of \$55.00.
6. Amendment to By-law 43 – extended the deadline for renewing members' fees from January 31<sup>st</sup> to February 28<sup>th</sup> without penalty and to March 31<sup>st</sup> with a late payment fee. This change was brought about by the Council due to the difficulty in getting all membership fees processed during the first month of the New Year.

#### 1996 AGM:

1. Amendment to By-law 18 – To permit proxy voting at AGM's and Special Meetings of the membership on matters effecting membership fee changes or other expenditure of funds that would require a change in membership fees. A signed ballot had to reach the NSASW office one week prior to the AGM and would indicate a "yes" or a "no" to the motion being proposed. This effectively became a "mail-in vote" which was another form of proxy voting. The usual form of proxy was for a member to sign over their vote to another member who would vote on the motion at the AGM or Special Meeting.

#### 1997 AGM:

1. Amendment to By-law 39 – to clarify that members of NSASW have a responsibility to share the ethical responsibility for social change and to set out a statement of principles to guide the work of the committee. The Social Action Committee becomes responsible for coordinating and promoting activities towards effective social change; following a set of guiding principles; and issuing public statements advocating social change on behalf of the Council.
2. Amendment to By-law 10 – to provide that if both co-representatives are unable to attend a Council meeting then another regional member may be appointed to attend and vote at Council meetings.
3. Amendment to By-law 10(4) and (5) – To provide for specific Council positions to be elected at an AGM

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of the Association. The original By-law indicated that the Chair of the Board of Examiners was to be elected to the Council but this was contrary to section 16(1) of the Social Workers Act that clearly states that the Board shall elect its own Chair. Therefore, the amendment eliminated the Chair of the Board as one of the elected positions on Council although the composition of Council retained a place for the Chair of the Board. Amendment 10 (5) allowed for co-chairs of committees and co-regional reps to be elected to Council but if both were in attendance at Council meetings then only one could vote on motions.

### 1998 AGM:

1. Amendment to By-law 44 – the Registrar to prorate membership fees by calendar month if a person becomes registered part way through the year. Previously, fees were prorated on a quarterly basis that made the administration of collecting fees unnecessarily complicated.
2. Amendment to By-law 24 – to authorize only Council to propose amendments to By-laws with respect to changes in membership fees or other fees by providing notice to the membership in advance to any meeting called to make decisions on fees. This change prevented members from proposing amendments to fees but permitted members to propose other By-law amendments.
3. Amendment to remove the professional development levy of \$25 and to add \$25 to the membership fee.

### 1999 AGM:

1. An amendment to By-law 21 designating the signing officers of the Association to be the President, Treasurer, the Executive Director, and one other person designated by the Council with any two of the four required on cheques.
2. An amendment to section 2(b) of the Schedule of Fees attached to the By-Laws stipulating that the fees for non-practising Registered Social Workers and non-practising Social Worker Candidates to be one half the practicing fee.

### **Operating Policies:**

Just as the By-laws had to be continually revised and new ones developed, this was also the case with the development of operating policies for the Association. The Council approved administrative policies whereas By-laws needed the approval of the membership usually at AGM's. The process was for the Executive Director to be aware of policy gaps and to bring a remedy to the Council for approval. The Executive Director was usually aware of issues that needed to be addressed so that the Act and By-laws were applied fairly and evenly. Some of these policies are stated below:

Policy on Renewal of Membership Fees – Approved by Council on March 13, 1995 and amended on January 11, 1996.

Accounts Receivable and Accounts Payable – Approved by Council on October 27, 1995.

Procedure for tracking professional development activities – Approved by Council on October 7, 1996. The process provided for each member to submit a form at the time of membership renewal which will indicate the number of hours spent during the year on professional development activities and provide comments on the how the Association can make P/D opportunities available to the membership.

Council Policy # 7-96 – The authority given to Council to assess and approve the registration process of other provincial social work associations to assist the Board of Examiners when deciding if a member of another provincial association should be registered in Nova Scotia.

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Policy issuing Press Releases in the name of the Association – Approved by Council on January 26, 1996.

Editorial Policy and Style Guide for CONNECTION – Approved by Council on April 1, 1996.

Council Policy # 8-96 – Procedure for voting by proxy approved by Council.

A special fund approved to assist members who cannot pay their membership fees on time – approved by Council on June 10, 1996. A fund was set up and made available to a member who was not able to pay their membership fee due to unusual and specific circumstances. Provision was made for the member to repay the fund.

Guidelines for the use of the Association's legal counsel – Approved by the Council on June 10, 1996. Members had questions about issues arising in their practice of social work that required a legal opinion and who requested that the Association provide them with legal advice. The guideline adopted required that the Executive Committee approve the request and that it be a question that would be of interest to some or all members. The opinion would be published in the next available edition of CONNECTION.

Council Policy # 1-97 - Travel Expense Policy – To assist Council members and others when traveling on Association business.

Bursary for students attending the MSSW – A bursary of \$500.00 was approved by Council on September 8, 1997 for a full-time or part-time student enrolled in a social work program at the MSSW.

Policy on donations to other community organizations – approved by Council on February 9, 1998. The donation could take various forms such as: donating time to community groups and coalitions and cooperating with others in community projects. The organization must be a non-profit organization and profess similar values as NSASW.

Policy approved to notify RSW's who have a BSW degree, or RSW's grandparented under the Social Workers Act who engage in the private practice of social work (even if they were practicing privately before licensure) are subject to a violation the Social Workers Act – Approved by Council on June 14, 1999.

Guidelines to employers on the management of social work services in institutions and organizations – September 13, 1999. The guidelines clarify to employers that social work staff must be licensed under the

Social Workers Act and the license must be verified during the recruitment process; Supervisors of social workers must be RSW's; supervisors of Social Worker Candidates must be RSW's. A distinction was made for institutions or agencies when there was a director/manager and in others where there was no director/manager.

Policy on the use of a Special Projects Fund was approved by the Council on December 13, 1999. Committees, Regions, or NSASW members could make proposals for use of the Fund and the Council approved requests.

### **Changes to Regulations:**

The NSASW Council has authority approve regulations made under section 20 of the Social Workers Act which are primarily directed to the functions of the Board of Examiners.

Regulation for Receiving Complaints – Approved by Council on December 11, 1995.

Regulation for the Practice of Social Worker Candidates – Approved by Council on April 1, 1996. The Council

set up an ad hoc committee consisting of members: Barbara MacPherson, Sharon O'Connor, Margie Davies, Gwen Fitzgerald, Patricia Pitt and Marilyn Peers. Although section 22(2) of the Social Workers Act provided for the Board of Examiners to determine the competency of a social worker candidate, there was nothing in the regulations to address the candidacy process. This regulation set out the type and number of hours of paid work experience and the degree of supervision and assessment necessary to demonstrate competence in the field of social work.

Regulation for Out-of-Province Applicants for Registration – Approved by Council on June 10, 1996. Sets out the requirements to satisfy the approval for registration for an applicant from outside Nova Scotia. One of the requirements was for the applicant to be a registered member of an association of social workers approved by the Council.

### **Administrative Changes:**

NSASW Staff - Prior to regulation, the administrative work had been done by members who work part-time for an honourarium, which was the case with Doreen Havey, Vivian Bright, and Ruth Fisher. In 1990, Dachia Joudrey was hired as the first staff Administrative Secretary who was paid a salary that was based on the civil service salary scale for a comparative position. In 1994, the first Executive Director of the Association was hired initially on a part-time basis at a salary based on a comparable job according the civil service salary scale. Also in 1994 a Registrar's Clerk was hired to assist with the administrative work of the Board of Examiners. The Administrative Secretary, Dachia Joudrey resigned in September 1995 and Council approved Diane Mitchell in December 1995 as Administrative Assistant. At this point in the life of the new Association, there were three permanent part-time employees. Dianne Mitchell, Suzanne Desjardins, and Harold Beals. In 1998 the E/D's time was increased from 3 to 4 days per week and the majority of this position's time was spent on committee work. In November 1998 Council approved the position of Deputy Registrar and Jules Gravel was hired to work part-time, two days per week to assist the Board of Examiners to investigate complaints against social workers. Council hired William Greatorex (replacing Jules Gravel) for three days per week as Deputy Registrar on October 18, 1999. In December 1999 Graeme Fraser was hired as a Coordinator of Research and Committee Support for 2 days a week and eventually increased to three days per week.

Office Locations - Prior to 1993 the office of the Association was located in space provided by the Dalhousie School of Social Work. At the 1993 AGM it was reported that the office had moved to a location on King Street in Dartmouth. This provided an office for the Administrative Secretary with computer, file storage copying and mailing facilities for the work of the Association and included an office for the increasing work of the Board of Examiners. In 1995 the Association moved to 1891 Brunswick St. in Halifax and for the first few years accommodated both the Association and the Board of Examiners. Later (2003) a separate office was located in the same building for use by the Board of Examiners and accommodated the Registrar, Administrative Assistant, and provided space for the meetings of the Board of Examiners, Complaints Committee, Discipline Committee, as well as conducting examinations. It also enabled sharing office equipment, supplies, utilities and other administrative costs.

Growing Membership – In 1992 there was a need to implement a computer data base program to help organize the increasing membership list; address the need for additional office space; identify and begin to address the issues related to Private Practice and regulation. In 1992, the Board of Examiners approved 146 new members during the year compared to 99 in 1991; 94 in 1990 and 74 in 1989. The membership had further increased from 596 in 1993 to 1295 in 1998. Under the 1998 Board of Examiners Report, the Chair, David Williams, noted that 799 applications were processed under the grand-parenting clause resulting in 277 Review Hearings conducted by the Board. In addition, 109 applicants with a degree in social work were approved for registration. At the end of 1998 there were 1295 active members in the Association an increase of 117% over five years since the onset of regulation.

## Chapter Summary:

By the end of the 1990's there were several events that had significance to the evolution of the Association. Regulation of social work finally came to a head and was a reality after many years of discussion and indecision. Regulation brought the need for a tightening of accountability and competence expectations by the profession and the public. Ethical Codes, Standards of Practice, regulations, policies and procedures were developed. Amendments to the By-laws were approved during the decade to assist with the efficient application of the new Act.

The association was attempting to ensure that the regulatory process was applied fairly and was not an unnecessary burden to individual members. A By-law amendment approved at the 1995 AGM, to recognize a membership category for retired members stated that it was available to persons who are registered by the Board but ... "*who are not practicing and who do not intend to practice social work but wish to retain their registration*". A concern of these retired members was that they did not want to lose their registration which in some cases they had for many years, yet it did not seem fair that they had to pay the full practicing fee. This change meant that they could retain their registration with the expectation that they did not intend to continue their practice and could take advantage of a lower membership fee.

Another amendment was approved to section 43 of the 1994 By-laws extending the deadline for renewing membership fees from January 31<sup>st</sup> to February 28<sup>th</sup> without penalty and to March 31<sup>st</sup> with a penalty. Extending the deadline for members to pay their annual fees was not only for the benefit of members but also required to give the administration of the process time to process all the annual renewals which tended to come in all at once during the month of January.

The unique issues of over 200 grandparented RSW's were brought to the attention of the total membership. The efforts of the leadership of this new group within the Association, managed to, not only alert the Association as to their situation but also convince the largest employer of social workers in the province to include them in all advertisements for child welfare and adult protection positions posted by the government. Unfortunately, they were not able to get private agencies to do the same.

The P/D Committee and the School of Social Work designed and initiated an interesting professional development program for social workers. The Committee convinced the membership to agree to pay a levy for P/D programs organized by the Continuing Education program at the Dalhousie School of Social Work. This was stated to be one way to ensure that members were able to fulfill their obligation to undertake 40 hours of professional development per year as a condition of maintaining their license to practice. Unfortunately this practice had to be terminated due to the Association's financial crisis brought on by the recession of the 1990's.

The Association managed to weather a financial crisis during the 1990's in spite of the failure of the membership to agree to increase membership fees in line with inflation and a dramatic increase in membership that caused the Association to experience multiple annual deficits. This was rectified when proxy voting (or mail-in voting) was determined to be contrary to the provisions of the Social Workers Act and therefore discontinued. As a result, members attending the AGM, debating and voting on motions to increase fees, managed to ensure that the Association had the revenue to successfully maintain a regulatory and professional organization.

A massive undertaking by the Board of Examiners during the 1990's deserves recognition. The Board consisted of nine volunteers including one of the volunteers performing the duties of a Registrar assisted by a salaried administrative assistant. By 1996, following the one-year grace period provided in the Act for grandparented

## History of the Nova Scotia Association of Social Workers

and eligible applicants with social work degrees to become licensed, the Board reported that 1,131 applications had been received for registration. This was truly a massive undertaking by the Board members and one that needs to be recognized for their dedication and commitment.

By the end of the decade, the Dalhousie School of Social Work had Association representatives on several of their committees. To improve relations with the School of Social Work, a Liaison Committee was established by Council in 1999 to address issues affecting both the academic community and the profession. This committee was composed of the Association's representatives on the School's BSW, MSW and Continuing Education committees and provided an opportunity for the Association to speak with a coordinated voice on matters affecting social work education.

The accomplishments during the decade of the 1990's were truly amazing. Within the period of one year after the new legislation was enacted, the Association had not only successfully implemented the legislation but had worked out many of the inefficiencies and impediments that are expected with the implementation of new legislation. In addition to the massive job of implementation, the Association continued to represent the profession by addressing social justice issues and attending to the many needs expressed by its dramatically increased membership.

## Chapter - 6

### **The Association: A period of significant growth and influence (2000's)**

The 1990's were dominated with the proclamation of the Social Workers Act and immediate follow-up with the development of new policies and procedures that went into effect to ensure that the new legislation was implemented successfully. As was seen in the previous chapter, this required adjustments to the by-laws, regulations and operating policies as well as the introduction of staff and resources. There was a creeping realization that regulation would require increased funds to promote and regulate the profession successfully and attend to the needs of the members.

By the year 2000 the Association continued to see an increase in growth and responsibility with stabilization of the regulatory process and turning attention to the needs of the membership, ensuring opportunities for members to be included in the decision-making by the Association and making concrete efforts to fulfill its social action/social justice responsibilities inherent in its mission statement.

The Thirty-  
Seventh  
Annual General  
Meeting May 5,  
2000

**The 37<sup>th</sup> NSASW Annual General Meeting**<sup>1</sup> was held at the Inverary Resort, Baddeck, NS. Bessie Harris was President and presided at the meeting. At the end of 1999 there were 1392 members in the Association.

AGM Highlights: Some of these changes noted by the President, Bessie Harris, in her Annual Report to the 2000 AGM were:

- The utilization of section 18 (4) of the By-laws to allow for proxy voting.
- Amendment made to formally establish an Executive Committee.
- It was noted that 1999-2000 was not only a year of consolidation and growth but it was also the year in which the Association ended the year with a surplus after several years of deficits.
- In October 1999, Bill Greatorex was hired as Deputy Registrar two days a week replacing Jules Gravel who left the position after a short time with the Association.
- In November 1999, Graeme Fraser joined the Association's staff two days a week as the Association's first Research Coordinator.
- It was noted that in January 2000, the Executive Director's time had been increased from four to five days a week. In addition, membership more than doubled since 1993, the year before regulation. In 1993 there were 596 members and in 1999 there were 1392 members.

In keeping with the fine-tuning of the application of the Social Workers Act, the 2000 AGM passed a By-law approving establishment of an Executive Committee of the Council. Although the Executive officers were elected by past AGM's, there was no provision for a formal Executive Committee in the Association's By-laws. This amendment provided a mandate and also some legitimacy to its activities. Members elected to these leadership positions met together to prepare agendas and research information that was prepared for the

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1 The Minutes and Annual Reports of the NSASW Annual General Meeting of May 5, 2000– Location: NSASW file cabinet and NSASW Library.

monthly Council meetings. It was this group of elected officers that was acutely aware of all the issues and concerns of the Association and was in a position to ensure that the mandate of the Association was being carried out.

Members of the Council elected for 2000-01; President – Jill Ceccolini; Vice-President – Susan Gagnon; Secretary – Anne LeBlanc; Treasurer – Joyce Halpern; Past President – Bessie Harris. Chair, Social Action – David Williams; Chair, Program – Paul Helwig; Chair, Professional Development – Mary Cripton; Chair, Public Relations – Judy Aymar and Luna Henderson; Chair, Membership – Robert Wright; Chair, Standards of Practice – Sandra Nimmo; Chair, Nominating – Carolyn Abbey; Chair, Private Practice – Carolyn Mossman and Irene Carter;

Regional Reps: Halifax – Andre McConnell; Annapolis Valley – Denise MacDonald-Billard and Donna Deveaux-MacLeod; South Shore – Yves Bouchard; North Shore – Geri A. MacDonald; Cape Breton – Dawn MacKeigan and Jean McKeough; Cumberland – Betsy Prager; Fundy Shore – Brenda Romans; Colchester(Truro) – Mark Scales.

Other Representatives: CASW Representative – Wendy Keen; NSABSW – not recorded; School of Social Work – not recorded; Social Work Student – not recorded.

The Thirty-Eighth Annual General Meeting May 4, 2001

**The NSASW 38<sup>th</sup> Annual General Meeting**<sup>2</sup> was held at the Sobey's Building, St. Mary's University in Halifax, NS. Jill Ceccolini was presiding.

**AGM Highlights:** The Executive Director's Report noted that there was an increase of 134% in the membership since 1993 to 1,432. Of that number there were 1,063 RSWs; 143 Social Work Candidates; 167 Private Practitioners; and, 53 retired members. In addition, over one hundred members volunteered their time in 2000 and 135 members indicated on their renewal forms that they would be willing to volunteer time to the Association.

Members of Council for 2001-02 were: President – Jill Ceccolini; Vice-President – Susan Gagnon; Secretary – Anne LeBlanc; Treasurer – Joyce Halpern; Past President – Bessie Harris. Chair, Social Action – David Williams; Chair, Program – Paul O'Hara; Chair, Professional Development – Jean Bremner and Sue Mercer; Chair, Public Relations –not recorded; Chair, Membership – not recorded; Chair, Standards of Practice – Sandra Nimmo; Chair, Nominating – Jean Duplisea; Chair, Private Practice –Corinne Steele;

Regional Reps: Halifax – Andre McConnell; Annapolis Valley –Debbie Reimer; South Shore – Yves Bouchard and Jennifer van Kessel; North Shore –Donna Deveaux-MacLeod; Cape Breton –Kathy MacGuire; Cumberland –Anne Pirie; Fundy Shore – Brenda Romans; Colchester (Truro) – Mark Scales and Michelle Rigby.

Other Representatives: CASW Representative –Joan Glode; NSABSW – Veronica Marsman; School of Social Work –Fred Wien; Social Work Student –Simone Fournel.

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2 The Minutes and Annual Reports of the NSASW Annual General Meeting of May 4, 2001 – Location: NSASW file cabinet and NSASW Library.

The Thirty-  
Ninth Annual  
General  
Meeting May 3,  
2002

**The 39<sup>th</sup> Annual General Meeting<sup>3</sup>** was held at the Rodd Grand Hotel, Yarmouth, NS with Jill Ceccolini presiding. The incoming President was Kathy MacGuire,

**AGM Highlights:** The Annual Report contains a chart of the membership changes from 1998 to and including 2002. As of April 2002 the membership was 1492. The number of members indicating their willingness to volunteer for the Association was 161.

The use of teleconferencing was a new device for the Association and proved to be an efficient mechanism for conducting meetings. Anyone could participate in meetings of the Association, for example, the Executive, Council or committee meetings and has been used extensively since that time. Members could be connected either from their work place or the comfort of their home. The only disadvantage that often arose was if the meeting was two or three hours long, which became tiring and a long time to keep a telephone receiver to your ear unless you were fortunate enough to have a speaker phone.

The Association later experimented with video conferencing for Council meetings but this medium did not prove to be as successful. This was primarily due to the high cost of renting the video recording equipment or the difficulty in arranging existing video facilities in specific workplaces such as hospitals where it already was in place for the needs of the hospital. On December 4, 2001 the first videoconference of a Council meeting was arranged through the facilities of the IWK Hospital. Halifax and area Council members were present at the hospital and arrangements were made for rural Council members to go to other hospitals around the province to take part. Sites were set up in Sydney, Truro, Amherst, Kentville, and Yarmouth. This was often a complicated exercise to coordinate successfully and at times was difficult to determine who was talking because the camera focused on the room connected to the conference and not on the individual speaking.

Unfortunately, the hospital in Bridgewater was bumped off the videoconference at the last minute due to a technical reason so members attending at that location could not take part in the conference. Although this service was free if the hospital systems were used and thereby reduced the expenses of the Association to pay the travel expenses of rural members, it was eventually abandoned due to the reasons mentioned above.

Members of Council for 2002-03 were: President: - Kathy MacGuire; Vice President – Donna Deveaux-MacLeod; Secretary – Anne LeBlanc; Treasurer – Barry MacClatchey; Past President – Jill Ceccolini; Chair, Social Action - Chair, Social Action – David Williams and Archie Kennedy; Chair, Program – Paul O’Hara; Chair, Professional Development – Jean Bremner and Sue Mercer; Chair, Public Relations –not recorded; Chair, Membership – Margaret Davies; Chair, Standards of Practice –not recorded; Chair, Nominating – Jean Duplisea; Chair, Private Practice –not recorded;

Regional Reps: Halifax –Kathy Wood; Annapolis Valley –Debbie Reimer; South Shore –Nancy Ross; North Shore –not recorded; Cape Breton –not recorded; Cumberland –Betsy Prager; Fundy Shore – Brenda Romans; Colchester (Truro) –Lauchlan Learned and Michelle Rigby.

Other Representatives: CASW Representative –Veronica Marsman; NSASW – Veronica Marsman; School of Social Work –Dr. Wanda Thomas Bernard; Social Work Student –not recorded.

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3 The Minutes and Annual Report of the NSASW Annual General Meeting of May 3, 2002 – Location: NSASW file cabinet and the NSASW Library.

The Fortieth  
Annual General  
Meeting May  
28, 2003

**The 40<sup>th</sup> Annual General Meeting**<sup>4</sup> - Kathy MacGuire presided.

**AGM Highlights:** A survey of the membership indicated that the Association was experiencing steady growth on average of 4% per year since social work regulation was initiated in 1994. By 2003 the membership was relatively young with over 80% of members having practiced for less than 20 years. About three quarters of the membership were in direct practice and just under half were practicing with a BSW degree.

An interesting note to be made here was that Kathy MacGuire, during her presidency, lived and worked in Cape Breton and used teleconferencing as a means to conduct Executive meetings. Executive meetings were usually held one or two weeks prior to monthly Council meetings and since she lived a long distance away from Halifax, it was not practicable in terms of time and expense to make the two trips each month. This system seemed to work out well and is a testimony to Kathy's ability and determination to be able to function as President in this way.

The working space for the Association was beginning to show signs of strain and overcrowding by 2002 and 2003. The office space consisted of 1,280 square feet and accommodated three offices for the Executive Director, Registrar and the Board of Examiners. There was a meeting room used for Council meetings, committee meetings, Board meetings and disciplinary hearings. In addition, workspace was provided in the meeting room for the Coordinator's office and it also contained the NSASW library of 1,200 volumes donated by the Department of Community Services. It was period in the history of the Association when membership growth was beginning to dictate a need for expansion of resources.

Members of Council for 2003-04 were: President: - Kathy MacGuire; Vice President – Donna Deveaux-MacLeod; Secretary – Anne LeBlanc; Treasurer – Barry MacClatchey; Past President – Jill Ceccolini; Chair, Social Action - David Williams and Archie Kennedy; Chair, Program –Denise MacDonald-Billard; Chair, Professional Development – Jean Bremner and Sue Mercer; Chair, Public Relations –Janelle Comeau; Chair, Membership – Margaret Davies; Chair, Standards of Practice –Carol Shepherd-Conrad; Chair, Nominating – not recorded; Chair, Private Practice –Edith Verheuvall and Linda Debaie;

Regional Reps: Halifax –Kathy Wood Piccott; Annapolis Valley –Debbie Reimer; South Shore –Nancy Ross and Larissa Fuhr; North Shore –Cameron MacDougall; Cape Breton –Douglas Thorn; Cumberland –Betsy Prager; Fundy Shore – Brenda Romans; Colchester( Truro) –Lauchlan Learned andBrtian Schrock.

Other Representatives: CASW Representative –Veronica Marsman; NSASW –not recorded; School of Social Work –Dr. Wanda Thomas Bernard; Social Work Student –Erin Froese.

The Forty-First  
Annual General  
Meeting May 7,  
2004

**The 41<sup>st</sup> NSASW Annual General Meeting**<sup>5</sup> Kathy MacGuire was President and the meeting was held at the Wandlyn Inn, Coldbrook, NS.

**AGM Highlights:** The Association continued to show growth at about 4% a year with 1,524 members indicating the membership had tripled since licensure was implemented in 1994 a period of ten years. During 2003 the decision was made by the Council to expand the office space to provide separate offices for the Board of Examiners to ensure security and confidentiality for the work of the Board. The Association was fortunate to be located next to surplus space in an area of the building next

4 The Minutes and Annual Report of the NSASW Annual General Meeting of May 28, 2003 – Location: NSASW file cabinet and the NSASW Library.

5 The Minutes and Annual Report of the NSASW Annual General Meeting of May 7, 2004 – Location: NSASW File Cabinet and the NSASW Library

to the office that was renovated and made available to the Association by the landlord. The space consisted of a reception and administration area, an office for the Registrar, and a meeting room to accommodate Board meetings, Board committees and disciplinary hearings. The movement of the Board of Examiners also freed up additional space for the more efficient operation of the Association.

Members of the incoming Council for 2004-05 were: President: -Jean Bremner; Vice President –Denise MacDonald-Billard; Secretary – Anne LeBlanc; Treasurer – Barry MacClatchey; Past President –Kathy MacGuire; Chair, Social Action - David Williams; Chair, Program –not recorded; Chair, Professional Development – Sue Mercer; Chair, Public Relations –Janelle Comeau; Chair, Membership –Barry Moore; Chair, Standards of Practice –Carol Shepherd-Conrad; Chair, Nominating –Maureen Brownlow; Chair, Private Practice –Denise Perron and Debbie Kaetz.

Regional Reps: Halifax –Kathy Wood Piccott; Annapolis Valley –Debbie Reimer; South Shore –Nancy Ross and Archie MacKinnon; North Shore –Stephen Young; Cape Breton –Douglas Thorn; Cumberland –Donna Fitzpartick; Fundy Shore –Nancy Castlebury; Colchester( Truro) –Lauchlan Learned and Brian Schrock.

Other Representatives: CASW Representative –Veronica Marsman; NSABSW –Sylvia Colley- Ewing; School of Social Work –Dr. Wanda Thomas Bernard; Social Work Student –Donna MacDonald- Murphy.

The Forty-  
Second Annual  
General  
Meeting May  
2005

**The NSASW 42<sup>nd</sup> AGM<sup>6</sup>**. The meeting was held at the University of Kings College in Halifax and Jean Bremner was presiding.

**AGM Highlights:** The Association continued to grow in 2004 and by the 2005 AGM there were 1,566 members in the Association. Due to steady membership growth (about 4% per year) expenditures were increasing by 15% per year, which created deficits over the previous five years due to a lack of corresponding increase in membership fees. However, the membership finally agreed to approve a substantial increase in fees and a balanced budget was prepared and approved for the fiscal year 2006. This was the first increase in fees since 1996 in spite of increases in expenditures to serve an increasing membership, normal inflation, demands for membership services, and social policy and social justice initiatives.

The Executive Director, Harold Beals, retired during 2005 after 10 years of service to NSASW. Harold was the first full-time Executive Director since the Association was founded in 1963.

Members of Council for 2005-06 were: President: -Jean Bremner; Vice President –not recorded; Secretary – AnneVaughan; Treasurer – not recorded; Past President –Kathy MacGuire; Chair, Social Action – Monique Auffrey; Chair, Program –not recorded; Chair, Professional Development –Joan Parks-Hubley; Chair, Public Relations –Janelle Comeau; Chair, Membership –Barry Moore; Chair, Standards of Practice –not recorded; Chair, Nominating –Maureen Brownlow; Chair, Private Practice – not recorded.

Regional Reps: Halifax –Kathy Wood Piccott; Annapolis Valley –Debbie Reimer; South Shore –Tonya Grant and Archie MacKinnon; North Shore –Stephen Young; Cape Breton –Douglas Thorn and Catherine Mae MacDonald; Cumberland –Donna Fitzpartick; Fundy Shore –Nancy Castlebury; Colchester( Truro) – Brian Schrock.

Other Representatives: CASW Representative –Veronica Marsman; NSABSW –Sylvia Colley- Ewing; School of Social Work –Dr. Wanda Thomas Bernard; Social Work Student – not recorded.

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6 The Annual Report of the NSASW Annual General Meeting of May 2005 – Location: NSASW Library.

The Forty-Third Annual General Meeting May 12, 2006

**The 43<sup>rd</sup> NSASW AGM**<sup>7</sup> The Annual meeting was held at the Westin Hotel, Halifax and Jean Bremner was concluding her two-year term as President.

**AGM Highlights:** A new Executive Director for the Association, Susan Nasser, had been hired during 2005. Susan was the second full-time Executive Director in the Association's history and took up her position in June 2005 just as the planning for the 2006 National Social Work Conference to be held in Halifax was getting underway. The National Conference, held in June 2006, brought social workers from all provincial and territorial associations across Canada and a few from other countries of the world. It proved to be a major undertaking for the Association and although planning took precedence over other Association matters the end result would prove to be positive and provide an excellent repository of social work ideas and learning.

Members of Council for 2006-07 were: President: -Anne Vaughan; Vice President –Catherine Crouse; Secretary –Cindy Hall; Treasurer – Kevin MacDougall; Past President – Jean Bremner; Chair, Social Action – Monique Auffrey; Chair, Program –Avis Faulkner; Chair, Professional Development – Mary Cripton; Chair, Public Relations –Janelle Comeau; Chair, Membership –Barry Moore; Chair, Standards of Practice – Gail MacDougall; Chair, Nominating –Maureen Brownlow; Chair, Private Practice – Judith Bates.

Regional Reps: Halifax – Donna Whalen and Louise Ghiz; Annapolis Valley –Debbie Reimer; South Shore –Tonya Grant; North Shore –Stephen Young and Linda Tapp; Cape Breton – Catherine Mae MacDonald; Cumberland –Donna Fitzpartick; Fundy Shore –not recorded; Colchester( Truro) – Brian Schrock.

Other Representatives: CASW Representative – Elaine Campbell; NSABSW –Sylvia Colley- Ewing; School of Social Work –Dr. Wanda Thomas Bernard; Social Work Student – not recorded.

The Forty-Fourth Annual General Meeting May 4, 2007

**The 44<sup>th</sup> NSASW AGM**<sup>8</sup> . The AGM was held in Amherst, NS and Anne Vaughan was President. The 2007 Annual Conference and AGM were held in Amherst at the request of the members in the Cumberland Region. The Conference theme chosen was: "*Mental Health: Real Change through Innovative Social Work Practice*".

**AGM Highlights:** It was a good time to reflect on the many activities and the successes over the past year and the leadership provided by the Executive Director, Susan Nasser, and the Executive. It was a time to reflect on the results of the 2006 National Social Work Conference held the previous June; to develop a strategic plan for the Association; to make presentations to two Standing Committees of the House of Commons; to undertake a survey of the membership regarding a range of issues from social work education to career satisfaction; the completion of a Mutual Recognition Agreement with other provincial associations in Canada; to provide a field placement for a social work student; and finally to partner with the Department of Community Services to offer a workshop on values and ethics for child welfare social workers.

Members of Council for 2007-08 were: President: -Anne Vaughan; Vice President –Catherine Crouse; Secretary – not recorded; Treasurer – Kevin MacDougall; Past President – Jean Bremner; Chair, Social Action – Monique Auffrey; Chair, Program –Avis Faulkner; Chair, Professional Development – Mary Cripton; Chair, Public Relations – not recorded; Chair, Membership – Alex Bruce; Chair, Standards of Practice – not recorded; Chair, Nominating –Lisa Dorman; Chair, Private Practice – Patricia Murphy-Cosgrove.

Regional Reps: Halifax – Donna Whalen and Louise Ghiz; Annapolis Valley –Debbie Reimer; South Shore –

7 The Minutes of the NSASW Annual Meeting of May 12, 2006 – Location: NSASW file cabinet

8 The Annual Report of the NSASW Annual General Meeting of May 4, 2007 – Location: NSASW Library.

Tonya Grant; North Shore – not recorded; Cape Breton – Paul Moore; Cumberland – Jennifer Gagnon; Fundy Shore – John Moore; Colchester( Truro) – Brian Schrock.

Other Representatives: CASW Representative – Elaine Campbell; NSABSW –Sylvia Colley- Ewing; School of Social Work –Dr. Wanda Thomas Bernard; Social Work Student – not recorded.

The Forty-Fifth  
Annual General  
Meeting May 9,  
2008

**The 45<sup>th</sup> NSASW AGM<sup>9</sup>** was held at the Howard Johnson Inn, Halifax, NS. Anne Vaughan was President. The membership had grown to just under 1,700 members.

**AGM Highlights:** The major events recorded during the year were: linking a strategic plan to the Association's role as a professional organization; a survey of the membership known as the Quality of Work Life Survey; the approval of important amendments to the Social Workers Act; consultations with membership on the Code of Ethics and the Standards of Practice; and the promotion of social justice.

A focal point of the Association's successes during the year was the strategic planning process, which took place over the previous two years under the thoughtful leadership of the Executive Director, Susan Nasser. This initiative involved all levels of the Association – staff, committees, Board of Examiners, Council, and the Executive. This was a major shift in the operation of the Association, which used the plan to guide decision-making about programs, services, and finances. There was a focus on governance which had not received specific attention before and led to the creation of a new way of looking at the organizational chart, a visual portrayal of the complex relationships and interactions of the Association's component parts. The process opened up the complex interactions of the Association, which had never been attempted before in any organized way and helped to clarify the relationships between the Council, Board, membership, and staff.

Another important accomplishment was the review of the new CASW Code of Ethics, which turned out to be a massive project to draft a new Nova Scotia Code of Ethics and Standards of Practice. A province-wide consultation process was launched and culminated in approval at a special membership meeting held in the fall of 2008. Much of the effort, which led to a successful conclusion, was due to the leadership provided by co-chairs Gail MacDougall, Debbie Burris and Jean Bremner along with a dedicated committee.

Members of Council for 2008-09 were: President: - Catherine Crouse; Vice President –Kevin MacDougall; Secretary – Avis Faulkner; Treasurer – not recorded; Past President – Anne Vaughan; Chair, Social Action – not recorded; Chair, Program – Glenna Emmett-Reashor; Chair, Professional Development – Stacy McRae and Medeline Jeffrey; Chair, Public Relations – Marianne Arab and Coleen Flynn; Chair, Membership – Alex Bruce; Chair, Standards of Practice – not recorded; Chair, Nominating –Lisa Dorman; Chair, Private Practice – not recorded.

Regional Reps: Halifax – Donna Whalen and Louise Ghiz; Annapolis Valley –Debbie Reimer; South Shore – Stephen Young; North Shore – Nelda Armour and Melissa Arnott; Cape Breton – not recorded; Cumberland – Pam Roberts; Fundy Shore – John Moore; Colchester (Truro) – Brian Schrock.

Other Representatives: CASW Representative – Elaine Campbell; NSABSW – not recorded; Dalhousie School of Social Work Faculty –Dr. Wanda Thomas Bernard; Dalhousie University Social Work Student – not recorded; L'Université Sainte-Anne Faculty – not recorded; L'Université Sainte-Anne Student – not recorded.

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9 The NSASW Annual Report of May 9, 2008 . Location: NSASW Library.

The Forty-Sixth  
Annual General  
Meeting, May  
8, 2009

**The 46<sup>th</sup> NSASW AGM<sup>10</sup>** was held at the Annapolis Royal Conference Centre in Cornwallis, NS with 40 members attending and Catherine Crouse presiding.

**AGM Highlights:** Cathy mentioned several major events during the past year in her Annual Report such as: the approval of a new Code of Ethics for use by the Association and the implementation of the Agreement on Internal Trade (AIT).

An important study was initiated and completed in 2009 known as the RSW Supply and Demand Study<sup>11</sup>. Conducted by the Health Care Human Resources Council, the NSASW provided the data from members who answered the survey questionnaire. This was a major study and was designed to develop a current profile of Registered Social Workers in the province and to assist employers and others to understand the supply of RSW's in order to meet current and future demands for social work professionals.

In 2009 the on-going challenge of addressing the “arms length” function of the Board of Examiners from the other activities of the Association worked best when there is good communication. Several initiatives were undertaken to ensure better understanding such as: the Executive Director attends Board meetings (except in cases where confidential information is being discussed); the Executive representing Council meets with representatives of the Board to work on common issues; the Board has a representative on Council, the Professional Development and Standards and Ethics committees and other committees where there are common interests with respect to regulation. The Executive Director also has a role to play on the Board's Entry to Practice and Candidacy committees.

These cooperative and collaborative approaches to the work of the Association are the result of a thoughtful analysis of the structure and governance of the organization by the leadership with the valuable assistance of the Executive Director and have made the Association function better. However, the basic structure of the Association over the past fifteen years has not changed due to the nature of the legislation under which the organization functions. In light of the dramatic increase in membership, staff, technology and complexity of practice, the Council decided to undergo a review of both structure and operations to determine if there are other models that would be more effective. The first phase reviewed the Association's structural model to be conducted over the next year.

The year 2009 marked the end of Susan Nasser's leadership and positive influence over the Association as its Executive Director. She contributed in many ways: being an invaluable resource to the Executive, Council, Board of Examiners, and committees working on complex issues; taking on the planning of the 2006 National Social Work Conference at the beginning of her term as Executive Director; collaboration with other provincial associations on the Agreement on Internal Trade and representing the Association on other national networks; she transferred her knowledge on the internal legal framework and organizational structure of the Association; and she added value to the Association's communication venues by renewing the website and pioneering the option of on-line renewal of registration. As a passionate advocate for social justice she maintained an active presence on external committees and organizations concerned with poverty, violence and inequality. Susan Nasser will be remembered as a major influence in the on-going development of the Association. A heartfelt farewell reception was held for her on June 4<sup>th</sup> at the Association office to recognize her accomplishments and for members to express their appreciation to her.

Members of Council for 2009-10 were: President: - Catherine Crouse; Vice President –Kevin MacDougall; Secretary – Avis Faulkner; Treasurer – Alex Bruce; Past President – Anne Vaughan; Chair, Social Action – Sharon Murphy; Chair, Program – Sandra Chiney; Chair, Professional Development – Medeline Jeffrey; Chair,

10 The NSASW Annual Report of May 8, 2009. Location: NSASW Library.

11 A Profile of Registered Social Workers (RSW's) in Nova Scotia. Supply and Demand Study, Final Report for the Health Care Human Resource Sector Council. Prepared by: Price-MacDonald & Associates Consulting Inc. August 2009.

Public Relations – Marianne Arab and Coleen Flynn; Chair, Membership – not recorded; Chair, Standards of Practice – Geoff Hood and Glenna Emmett-Reashor; Chair, Nominating – Donna Murphy; Chair, Private Practice – not recorded.

Regional Reps: Halifax – Susan Kenney and Yvonne Manzer; Annapolis Valley –Debbie Reimer; South Shore – Stephen Young; North Shore – Nelda Armour and Melissa Arnott; Cape Breton – Catherine Mae MacDonald and Lorne Griffin-Fillier; Cumberland – Pam Roberts; Fundy Shore – not recorded; Colchester (Truro) – Brian Schrock.

Other Representatives: CASW Representative – Elaine Campbell; NSASW – Alfred Saunders; Dalhousie School of Social Work Faculty –Dr. Wanda Thomas Bernard; Dalhousie University Social Work Student – not recorded; L'Université Sainte-Anne Faculty – Jacqueline Kenney; L'Université Sainte-Anne Student – Marie Claude Lozier.

The Forty-  
Seventh  
Annual General  
Meeting May 7,  
2010

**The 47<sup>th</sup> NSASW AGM<sup>12</sup>** was held at the Ramada Inn in Dartmouth, NS with Cathy Crouse presiding. There were 54 members in attendance. Mention was made of the death during the past year of Mary Lou Clarke, Freda Bradley and Paula Vickers. All had been active in the Association and Freda Bradley served as the 15th president during 1989 to 1991. She was instrumental in the push for licensure during her tenure as President and years of committee work.

**AGM Highlights:** A number of staff changes occurred during the year, which signaled a review and evaluation of governance and operation for the Association. Susan Nasser, resigned her position of Executive Director after four years of dedicated service to the Association. Jane Earle was hired as an interim manager during the summer of 2009 until Bob Shepherd was hired as the permanent Executive Director in September 2009.

Graeme Fraser, Coordinator, announced his resignation in November after ten years of dedicated service effective in February 2010. A reception was held at the NSASW office on February 11, 2010 to honour his contributions to the Association and its members. Trish McCourt was hired as NSASW Coordinator of Program and Member Services in April 2010. Trish brings to NSASW a wide variety of experiences, both front line and management, including project management and strong facilitation skills.

In addition to these staff changes the Association underwent a third party operational review of its governance and operational functioning. The recommendations in the resulting report were acted upon without delay during the year.

The following is the list of Council members elected at the 2010 AGM that will lead the Association into the next decade along with a new Executive Director and a review of operational structure.

**Members of Council for 2010-11:** President – Kevin MacDougall; Past President – Cathy Crouse; Vice President – Debbie Reimer; Treasurer – Alex Bruce; Secretary – Sandy Chinery; Social Justice/ Social Action – Sharon Murphy; Program – Vacant; Professional Development – Joan Turner; Public Relations – Vacant; Membership – Vacant; Standards of practice – Vacant; Nominating – Vacant; Private Practice – Glenna Emmett-Reashor.

Regional Representatives: Halifax Metro – Susan Kenny and Yvonne Manzer; Annapolis – Bernadette Fraser; South Shore – Steven Young and Lisa Dauphinee-Muise; North Shore – Nelda Armour; Cumberland – Pam

12 NSASW Annual Report of May 2010, which includes the minutes of the 2009 AGM. Location: NSASW Library.

Roberts; Fundy Shore – Vacant; Colchester – Brian Shrock; Cape Breton – Catherine Mae MacDonald and Lorna Giffin-Fillier.

Representatives appointed by organization: CASW Board member – Elaine Campbell; NSABSW – Alfred Saunders; DUSSW faculty – Dr. Wanda Thomas-Bernard; DUSSW Student – To Be Appointed; Universite de Sainte Anne faculty – Jacqueline Kenny; L'Université Sainte Student – Joline Comeau

With a new Council, new Executive Director and review and implementation of a revised organizational structure the expectations were high for a more relevant professional association that will respond to the needs of its membership and address the needs of the profession going into the future.

### **Significant Developments During the Decade**<sup>13</sup>

#### **Regional Issues:**

The existence of the eight Regions that make up the Association shows how important these groups are to the profession. The regional members meeting throughout the year indicated the need for these groups and how they use the time to plan for events such as professional development, Social Work Week, the NSASW Annual Conference, discussion of controversial issues, and social networking. These meetings were also opportunities to have visits from the Executive Director, the Registrar, the President and other members of Council to discuss their roles and responsibilities and answer questions to clarify the operation of the Association.

Regional issues noted from the minutes of the Council meetings over the decade were: social work as a profession; child welfare; child poverty; funding cuts in health and other areas as well as the economy as a whole; the definition of social work; a clinical social work specialty in the profession; membership fee reductions; and proxy voting.

The meetings, which averaged about 2-3 per year or as many as 5 or 6 meetings, were often seen as an opportunity to socialize and to entice more members of the region to attend and develop an interest in the work of the Association. The Regional Reps, who represented the regional members at monthly Council meetings, often raised regional issues such as the difficulty of meeting together in rural areas due to distances traveled. Nevertheless, the Regional Reps were determined to work at finding ways to encourage their regional members to be more active.

One way that the Council decided to encourage more involvement in the Association was to adopt the practice of alternating the Annual Conference and AGM between the Halifax region and the other seven regions in the province. The Program Committee was mandated to work with the regional members to develop an interesting venue and program for the conference. This can be an intensive undertaking for a region but one that is rewarding and designed to bring members from around the province together in one particular region to experience the interesting attractions and venues that are available. During the decade, the Annual Conference and AGM was held in 5 Regions outside of the Halifax Region. In Cape Breton Region (Baddeck - 2000), Fundy Region (Yarmouth - 2002), Valley Region (Kentville – 2004 and Cornwallis - 2009), and Cumberland Region (Amherst – 2007). The remaining meetings were held in Halifax at St. Mary's University, Kings College University, the Delta Nova Scotian Hotel, and the Best Western Hotel.

Regional groups noted in the annual reports of 2008 and 2009 reported on social work week activities, and professional development workshops for regional members. Some reported on the proposed Code of Ethics

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<sup>13</sup> The information in this section is taken from a reading and consolidation of the Minutes of the Council and the AGM's as well as the Annual Reports that were found in the files located in the NSASW library.

consultations, and one, the North Shore Region, mentioned the formation of peer consultation groups to discuss professional issues, ethical dilemmas, research, evaluation of practice and interesting literature relevant to practice.

### **Strategic Plan for the Association:**

Long-term planning during the previous decades made way for strategic planning in the 2000's. In 2007, the Annual Report mentioned that a Strategic Plan had been developed for the Association and was unveiled at the 2007 AGM. The plan was designed with the Association's vision, values and mission statement in mind and to reflect input from the Executive, Council and the membership. It consisted of the following:

1. Develop a cohesive approach to the varied mandate of regulating the profession, promoting the profession and providing support to members;
2. Enhance communications - there was discussion of the continuing concern about the Association's communications with the membership;
3. Promote social justice;
4. Strengthen the profession's presence in the human services sector.

The Strategic Plan serves as a snapshot of the preoccupation of the Association in 2007 after 44 years of its existence. The Association had come into being as a membership organization where the right to practice within the Association was on a voluntary basis, to a modern professional association with legislation that permitted it to regulate all social work practitioners which meant that all social workers had to be licensed to practice their profession.

Susan Nasser, the Executive Director of the Association, outlined some of her thoughts and ideas for the organization for the coming years. Susan's goals and objectives as the Executive Director for the organization highlighted the direction that the Association would go in the immediate future and served as a good indicator of where the Association was at that time. Her goals for herself and the Association are listed here to indicate the state of the Association in 2006:

1. Develop and implement a strategic planning process for the Association;
2. Organize a top notch national social work conference in Halifax in June 2006;
3. Organize productive CASW national meetings in Halifax as part of the national conference;
4. Develop and reinforce a healthy working environment in the Association's office;
5. Explore effective ways to carry out the annual membership renewal process;
6. Expand and enrich the Association's networking and partnerships with respect to social justice initiatives;
7. Develop and implement a strategy for adopting a new Code of Ethics;
8. Devise strategies for stabilizing the Association's financial situation;
9. Enhance membership services;
10. Position the Association as a strong and articulate social justice advocate;
11. Work towards a responsible regulatory function;
12. Reinforce the role of social work in primary health care;
13. Address the erosion of social work positions.

As can be seen, this was a very ambitious series of goals to be reached and is an indicator of the various issues facing the Association. Thirteen years after licensure the Association was consolidating its role and showing that it could organize a national conference consisting of almost 500 participants, consult with the membership on a revised Code of Ethics and Standards of Practice, enrich working partnerships with other social justice organizations and demonstrate that the Association was a strong advocate on social justice issues. These goals

would have been enough for any organization to focus on and accomplish but the expectations were much higher and other goals were set out to refine the regulatory process, enhance membership services and human resource issues, stabilize the Association's financial position, and find ways to make the membership renewal process more efficient. In addition, the goal was established to address the role of social work in primary health care as well as address the overall erosion of social work positions in the workplace.

The strategic planning process begun in 2006 was continued in 2007 and 2008 in a slightly different way, which saw a major shift in the operation of the Association. As reported by the Executive Director, Susan Nasser, the roles of the Association: strengthening the profession; regulating the profession; promoting social justice; and governance were linked to the strategic plan and used to guide decision-making about programs, services, and finances. Paramount among the strategic priorities for 2007 – 2008 established by the NSASW Council was a revision of the Code of Ethics and the Standards of Practice; legislative changes to the Social Workers Act to deal with problem areas that had been identified; work with employers to address scope of practice and training concerns identified by members; advocate for a poverty reduction strategy in Nova Scotia; and build a integrated communication plan for the Association. These priorities provided a realistic and constructive focus for the Association while establishing a solid foundation for future years.

By late 2009 another perspective and new direction under Bob Shepherd as Executive Director, moved the Association to ponder its governance and operation. Mr. Shepherd, with the report of an independent consultant in hand, assisted the Council to address all of the recommendations for change listed in the consultant's report. One of the major commitments that the Council took from the report was to work toward the development of a policy governance structure for the Association. This particular model of governance promoted the following functions: Setting the vision of the Association and the development of goals to be accomplished; Hiring and evaluating the performance of the Executive Director; Determining the limitations under which the Executive Director functions; and determining how the Council will function and its linkage to the membership. These tasks when completed would ensure that NSASW is efficient and effective and was a major initiative of the Executive Director going forward in 2010.

### **Board of Examiners:**

In 2002 there were 12 members on the Board of Examiners and 141 applications for membership had been approved during the past year.

A booklet, "Complaints and Discipline: An Information Guide for Members", was prepared by the Membership Services Committee and approved by the Council for circulation to the membership. This information was seen as very helpful to members and provided an explanation of the complaints and discipline process used by the Board of Examiners. The process used by the Board was explained when a complaint against a member is received by the Board and what the member can expect from the process.

In 2007, a complaints investigator was hired part-time to assist the Board of Examiners to investigate new complaints and freeing the Registrar to concentrate on closing a backlog of complaints that were outstanding. This action was taken so that complaints could be resolved in a more timely fashion.

In 2008, fifteen years after the passage of the Association's licensure legislation, the Board of Examiners continued to report the need for amendments to the legislation and regulations. An ad hoc committee was established to evaluate the registration process and develop any revisions that would enhance the efficiency of approving the registration of social workers.

A continuing concern was the high number of registered social workers and candidates who did not renew their license by the annual deadline. This raised the possibility that they might be practicing social work unlawfully,

which is subject to suspension.

The Board of Examiners was also experiencing a growing number of applications from individuals who have international credentials from countries outside Canada. The Board also investigated thirty-five complaints against social workers, nine of which were closed. The investigation of complaints continued to be difficult due to the resources available to the Complaints committee and required using the services of a part-time investigator to keep up in a timely manner. There were no disciplinary hearings initiated during 2008 although one matter was dismissed from the previous year.

The candidacy program operated by the Board continued to be an important aspect to the registration of social workers in our province. Over 200 supervisors for social worker candidates were required during the year and many of the candidates made a special effort to acknowledge the contributions made by supervisors to their professional development.

In 2009 the Association created a category of temporary registration to be known as courtesy registration. This allowed the Board to register a social worker who was a member in good standing of another provincial association and who was employed by an organization in Nova Scotia approved by the Board of Examiners. As a result, the social worker was licensed to provide limited services to clients in Nova Scotia.

During 2009 there were fourteen new complaints that took an average of nine months to resolve. There was one discipline hearing that was resolved upon terms negotiated between the Complaints Committee and the social worker involved.

### **Professional Development:**

An exceptional opportunity came in December 2001 when the Department of Community Services was dismantling their library and agreed to donate the hard cover books and various other reports and documents relating to a variety of social work/ social service subjects to the Association. It was estimated that the collection consisted of approximately 2,500 publications.

The Annual Report of 2004 mentioned that the Professional Development Committee had discontinued its fall conference in 2003 and decided to share its budget with the Program Committee at the annual conference due to the deficit situation that the Association was experiencing. The P/D Committee made a portion of their budgeted funds available to support regional workshops throughout the province during 2003-04.

In 2007, the Standards of Practice Committee reported it organized a successful one-day workshop in 2006 for social workers in the child welfare field. This was a collaborative effort with the Department of Community Services and the Association on values and ethics in child welfare practice. The Committee continued to provide consultation to members on ethical dilemmas faced by members in the course of their practice.

Professional development activities continued to be an important aspect of enhancing knowledge, and skill and to maintain a social worker's license to practice. The committee evaluated the professional learning process with respect to: the number of learning hours required for self-directed learning; reviewed the application process for P/D funds which were available to regional groups; reviewed the reporting forms to determine what types of learning activities members were attending and what they were suggesting for new learning activities; and explored the use of other learning environments such as web and video conferencing.

In 2009 the Professional Development Committee revised the "*Inspiring a Learning Community*" document, a publication of the committee which aims to be a practical guide for individual social workers and to answer questions raised by members regarding professional development standards required under the social work

legislation.

### **Social Action/Social Justice:**

Promoting social justice is an important commitment of social workers under the professional Code of Ethics and therefore it is important that the Association find ways to address this activity by clarifying its advocacy style. Since promoting social justice is not the exclusive jurisdiction of social work, the Association embarked on supporting community coalitions working on social justice issues, responding in a timely manner to current issues, and working with the national association on national and international issues. Strengthening the Association's presence in the human services sector required that the Association needed to identify and make contacts with relevant government departments and not-for-profit service providers so that the profile and contribution of the profession could be clarified and enhanced.

One of the most significant changes that the Association made in 2000 was the establishment of a staff position of Coordinator of Research and Committee Support. The job title explains the role of this position and was an important resource to help the Association meet its obligation to promote social justice. This position, for the first time in the Association's history, allowed for the ability to provide the research and administrative functions of the Social Action/Social Justice Committee. The Committee up to this point was composed of volunteers who had very limited time to devote to social action. The Association needed to be well informed before speaking out on social justice issues if it wanted the community to take it seriously. This could only be done with the assistance of a staff person devoted to this work. The position provided continuity from year to year and represented the Association on government task forces, community advocacy groups, as well as presenting the Association's position on social justice issues prominent in the community.

A press release was developed by the Association in January 2000 to speak out on the government's preliminary report, "*Nova Scotia Task Force on Fiscal Management*" released in December 1999. The Task Force, set up by the provincial government to improve government financial management and find ways to eliminate deficit financing, was an admission that the restrictive measures undertaken by government in the early 1990's had no effect. At that time, the government of Nova Scotia implemented heavy reductions in the civil service, rolled back wages, and reduced support to community-based social services. Just as Nova Scotians had endured the pain of these cuts to vital programs, the government announced that it was considering more hard times and again promising "beyond the pain there is hope".

The Association's press release emphasized that the elimination of government social programs cannot be part of any initiative to reduce the deficit. Governments in the past in similar cost cutting measures had harmed recipients of social programs. Social service recipients should not have their benefits reduced as they already live below what has been defined as the poverty line. Furthermore, Nova Scotia's high rates of poverty and part-time employment are always a matter of grave concern among the members of the Association. Given these facts as well as the concern that children of low income families are more likely to suffer from poor health, barriers to an education as well as prone to aggressive and delinquent behaviour, the Association was not prepared to support any government initiatives that reduced services to vulnerable Nova Scotians.

The Co-coordinator's Report for 2001 contained some of the issues the Association was addressing such as the integration of the Family Benefits and Social Assistance Programs on which the committee had made a presentation to the Law Amendments Committee; the Kendrick Study of Community Options for person's with disabilities; and Social Work in Long-term Care Facilities. The committee also undertook a survey on health care.

The Coordinator's Reports for 2002 and 2003 mentioned the Association's sponsorship of a child poverty

photo display, a position statement with respect to health care, and new adoption legislation regulating adoption disclosure. Among the activities of the National Social Work Week in 2003 was the showing of a child poverty photo display, which was released for showing in 2001 and displayed usually during the National Social Work Week and other occasions. As of 2003, the display had been shown at 15 locations across the province and was also present at the NSASW annual provincial conferences.

The NSASW was the major sponsor of the exhibit in Nova Scotia. The exhibit was created by a national group of professional photographers known as “PhotoSensitive” that offer their skills to highlight various social issues. The exhibit consisting of many black and white poster size photographs mounted on floor length frames placed so that observers could walk through and observe and read the captions on each of the photos. It was a unique opportunity to bring the issue of child poverty to the attention of the public and raise the visibility of the Association. The exhibit was shown in all eight of the Association’s regions as well as the 2002 CASW National Conference held in Moncton, NB. This was a very powerful portrayal of the state of poverty that some of Canada’s children experience on a daily basis and the Association was proud to be the Nova Scotia sponsor.

The 2003 Coordinator’s Annual Report mentioned the Health Committee completed the Association’s “*Position Statement with Respect to Health Care*” which was used by the Association in its presentation and submission to the Romanov Commission, a Federal Commission on the Future of Medicare, as well as key federal and provincial Ministers of Health and served as a foundation for other advocacy by the Association in relation to health care.

In the Annual Report of 2004 the Association’s Coordinator made reference to an important provincial consultation in the field of child welfare on “Creating Conditions for Good Practice” which took place in Halifax in October 2002. This conference was attended by about 150 social workers from across the province and was planned and conducted in partnership with The Nova Scotia Council for the Family, the Department of Community Services, the Dalhousie School of Social Work, and the Canadian Association of Social Workers. The conference was a success and provided for an opportunity to come together on issues of mutual concern of social workers in the child welfare field. The outcome was clear that NSASW members were looking to the Association to provide leadership in advancing the ideas expressed at the conference.

The Coordinator’s Annual Report for 2004 mentioned a follow-up to the provincial child welfare conference held in 2002 by organizing four regional meetings for child welfare social workers throughout the province. This gave an opportunity for members in the child welfare field to reflect on the broad interests that social workers have in this field.

The Coordinator’s Annual Report of 2005 mentioned that the Child Welfare Committee was following up the regional meetings with child welfare social workers held during 2004. One of the main concerns was the limited understanding of child welfare by the public and also other fields of social work. To address this concern the Association partnered with the Department of Community Services to begin a public education initiative which included the publication of an attractive and comprehensive information brochure, “*Child Welfare Services: Protecting Children by Supporting Families*”, which was widely distributed.

The coordinator and the Social Action Committee were involved with the Community Advocates Network, a coalition of community-based service agencies and their clients. The Network conducted a study of the effectiveness of the government’s Employment Support and Income assistance program. A report was prepared in 2003 with input from the NSASW entitled: “Impact” which analyzed the effect of Nova Scotia’s new income assistance system on people who need assistance. The Association assisted in promoting the report by organizing a press conference in December 2003 and several media interviews on the report’s findings. A copy of this study is found on the NSASW website at [www.nsasw.org](http://www.nsasw.org) under publications.

The NSASW Social Action Committee was involved with another coalition, the Capt. William Spry Centre in a follow-up study to the one conducted in 1998, titled, “Under Siege”, on the experiences of social agencies to cuts to their grants from the Department of Community Services. The follow-up study titled, “Under Siege Up-date” traced the status of these agencies since the 1998 findings. Both of these studies and other NSASW publications can be viewed on the NSASW website at [www.nsasw.org](http://www.nsasw.org).

The Annual Report of 2006 mentions the work of a revived Social Justice Committee and included such issues as: a Human Rights Commission presentation; a Canadian Centre for Policy Alternatives presentation on the Nova Scotia Alternative Budget; a Presentation to the House of Assembly Committee on Community Services Forum on Poverty; a presentation to a press conference on access to publicly funded child care; and work on several government sub-committees.

The annual report of 2007 noted that for the first time the Association was a witness before two Standing Committees of the House of Commons in the fall of 2006. The Association’s appearance before the Standing Committee on Finance<sup>14</sup> provided an opportunity to inform the Committee on the Association’s position on the reduction and elimination of poverty. As well, a brief was also presented to the House of Commons Standing Committee on Human Resources, Social Development, and the Status of Persons with Disabilities<sup>15</sup>. These presentations were in support of the Association’s social justice positions and provided another way in which its initiatives could be carried out. These presentations provided valuable lessons to the Association when preparing to be a witness before these kinds of committees. For example Susan Nasser, Executive Director, stated in her annual Report that the objective should be: *“think broadly; do your homework; make your case succinctly within the time limits allowed by the committee; and be clear about your key messages.”*

Also in 2007, the Association was working in partnership with several community organizations to address social justice issues in the community. Some of these partnerships were: Metro Interagency Committee on Family Violence; Affordable Energy Coalition; Roundtable on Women’s Economic Security; and the Community Advocates Network.

At the 2008 AGM it was reported that a Health Networking/Study Day was organized for health care social workers to discuss the many different roles that social workers play in the Health Care system and was followed up in 2009 with another successful day. Social workers in health care comprise about a third of the NSASW membership.

In 2009 the Chair of the Social Justice reported that the committee had not been active for part of the year but became re-vitalized under the leadership of Sharon Murphy with the assistance of the Coordinator, Graeme Fraser. The priority for the Association was on poverty reduction and services to vulnerable people living in the province. Meetings were arranged with the Executive Director of Canada Without Poverty on the province’s poverty reduction strategy; Meagan Leslie, MP for Halifax on a national housing strategy; the Standing Committee on Community Services to support Employment Support and Income Assistance issues; and continuing an active role with the Community Coalition to End Poverty.

### **Standards of Practice:**

In 2000 the Association’s Standards of Practice were reviewed, revised and presented to the members at the AGM for approval. The review of the Standards is a responsibility of the Standards of Practice Committee and

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14 “Re-Ordering Priorities: How the Budget Can Address Poverty in a Meaningful Way”, Submission to the House of Commons Standing Committee on Finance, Nova Scotia Association of Social Workers, September, 2006. Location: NSASW website [www.nsasw.org](http://www.nsasw.org) .

15 Submission to the House of Commons Standing Committee on Human Resources, Social Development and the Status of Persons with Disabilities, Nova Scotia Association of Social Workers, September 6, 2006. Location: NSASW website: [www.nsasw.org](http://www.nsasw.org) .

is mandated to do the review every five years.

In 2005 the Standards of Practice Committee became aware of the federal privacy act, which is known as the Personal Information Protection and Electronics Document Act (PIPEDA), and how it would apply to the Association's requirement to develop a privacy policy to control the use of information that is collected and stored in Association's files. An audit was carried out to get staff input about how information is stored and if there were any differences between information received from members as opposed to information received from the public. The information from this audit would be combined with a legal opinion and used to develop a policy to be followed by Association staff. One important observation revealed by the audit was the need to develop a separation of policies used by the Association and the Board of Examiners.

Members often saw the Association as a means to obtain support for a practice concern they had in the workplace. For example, in 2004 and 2005 a group of Association members who are also members of their union approached the Standards of Practice Committee to voice their concerns about standards in specific practice areas of their work environment (e.g., the erosion of social work professionals from traditional programs in the Department of Community Services). This required the inclusion of not only the concerned Association members their union and the Association but also senior staff at the highest level of the employer.

The Deputy Minister at the time was interested in the views expressed and requested input from the Association as to what positions in the Department required professional social workers and the role and value of social workers in the Department. These meetings led to other initiatives in cooperation with the Department of Community Services such as: exploring the relationship between the Association's Code of Ethics and the Department's Code of Conduct. This in turn led to exploring mutual areas of interest in relation to strengthening ethical social work practice and potential areas of training in this area.

The Standards of Practice Committee also saw its mandate as a supporting members who had complaints made against them for unethical behaviour and produced an information package on ethical decision-making and also a brochure entitled: "Complaints and Discipline: An Information Guide for Members", dated September 2003.

The Annual Report of 2006 mentioned the Association's concern with the application of the 2005 CASW Code of Ethics that was designed to replace the previous Code adopted in 1994 by NSASW (with amendments). Regulatory bodies raised questions about the practical application of the new Code. Before approving the 2005 Code, the Association launched a study and consultation process with its members. The Association's Coordinator, Graeme Fraser, noted the tremendous effort made during 2008 to consult with the membership on the proposed new Code of Ethics as well as revised Standards of Practice. Both of which were presented to a Special Meeting of the Membership scheduled for the fall of 2008.

By the 2008 and 2009 AGM the Code of Ethics and the Standards of Practice had received extensive consultation among the membership and were both finally approved by the membership attending a special meeting in November 2009. These documents along with the guideline for ethical decision-making were posted on the Association's website.

### **Proxy Voting:**

It should be noted that the original intent of the proxy voting By-law was to broaden the democratic process at AGM's. Social Workers outside the Halifax area felt that they were excluded from the decision-making process of the Association. The Council responded to this concern by asking the regional representatives to present a process to the Council that would satisfy some of the issues involved. Many members indicated that they were not able to attend the AGM's and register their vote on important issues. The average number of members attending AGM's was about 60 – 80 and many others expressed the desire to be able to attend but due to long

distances to travel and the ability to get time off from employment could not attend. Although the suggestion was made to hold the AGM's on weekends this was not considered feasible because it would interfere with family time. Therefore, the proxy voting By-law was approved by the membership and first used at the 1997 AGM. Proxy voting was used each year until it was declared invalid at the 2004 AGM.

Proxy voting was a serious problem to the effective functioning of Council and it soon became clear that it needed to be resolved if the Association was able to carry out its mandate under the Social Workers Act. The Council was preoccupied with finding a solution that would be acceptable to a majority of the membership. Members were continually divided on the proxy voting By-law. It seemed that those who attended the AGM's were prepared to eliminate or modify it but those who did not attend the AGMs continued to vote against any proposals to compromise.

The Council began to realize that members who did not attend the AGM's were heavily influencing the decision-making of the Association. While voting by proxy appeared to be democratic by allowing more members an opportunity to express their will, it did not permit an opportunity to become well informed and to engage in healthy debate at the AGM. Often opinions change when members have the benefit of debating a variety of perspectives that can lead to better decisions in the end.

The ability to change the proxy voting By-law and the need to raise membership fees were tightly linked. Therefore, the Council proposed ways to separate the two. At the January 2002 Council meeting the decision was made to only present the proxy voting By-law to the 2002 AGM and leave the request to raise fees to a later date. It was hoped that by focusing the membership on the two issues separately this would create the conditions to be successful with both.

At the March 2003 Council meeting the decision was made to omit a change to the proxy voting By-law and instead to present a By-law amendment at the 2003 AGM to increase the membership fee. However, the amendment was defeated. At the Council meeting of January 2004, the decision was made again to ask the AGM to approve an increase in membership fees. However, prior to the 2004 AGM at the March 2004 Council meeting it was revealed that there was a conflict between the proxy voting By-law and the Social Workers Act and therefore voting by proxy was not legal under the Act. Section 11 of the Act stipulates that members voting on amendments to By-laws must be present at the meeting. After consulting with the Association's legal counsel on the By-law 18(4) and (5) and Section 11 of the Act, the Council declared the By-law invalid and decided not to make proxy voting available at the 2004 AGM or any future AGM's or Special Meetings of the Association.

### **Financial Crisis linked to "Proxy Voting":**

In 2003 it was noted that the Association had been reporting deficits since 2000 and expected to report another deficit in 2004 unless additional revenue was found. The last membership fee increase was approved in 1996 (\$263) and repeated requests by the Council were defeated by the voting membership at the 1998, and 2001 AGM's. The Council was reporting increases in expenditures to serve an increasing membership, to keep up with normal inflation, to meet the increasing demands for membership services, and to promote social policy social justice initiatives. A review of the 2003 minutes reveals that the Council again put the question of a fee increase to a vote at the 2003 AGM. It was again defeated by the "proxy vote", although those present at the meeting voted 100% for the proposed fee increase. It should be pointed out that so called "proxy voting" was actually a mail-in vote where a member could simply vote "yes" or "no" and mail in their choice prior to the AGM.

According to the Annual Report, 2005 was the first year since 2000 that the Treasurer was able to prepare a balanced budget to be approved by the membership for the next fiscal year (2006). The deficit problem was resolved at the 2004 AGM because the membership voting at the AGM approved a membership fee increase

of \$50 per practicing member. The increase was possible at that time because the Council received a revised legal opinion that indicated that the proxy voting By-law was contrary to the Social Work Act and not legal. According to the minutes of the 2004 AGM, 80% of the members present at the meeting voted to approve the fee increase for practicing members to \$313 per year.

Following the 2004 AGM, in order to allow some protection from the failure to raise membership fees in the future, the Council decided at the September meeting that it would propose a By-law for approval at the 2005 AGM to allow the Council to raise fees, when necessary, to a maximum of the current Consumer Price Index. Realizing the success of the 2004 AGM attempt to raise the fees an additional \$50.00 per member, the Council wanted to avoid any return to the days when the Association was plunged into deficit due to a technicality in By-laws. At least permitting the Council to increase fees to keep up with inflation was considered feasible and justifiable. After all, the Association bore the full responsibility for the regulation of the profession under the legislation and this meant that the Council had to find a way to convince the membership to make financial resources available to carry out this task efficiently and effectively.

The elimination of the proxy vote was crucial because it permitted proxy votes to be counted from members who resisted any attempt to raise fees without requiring their attendance at the AGM to participate and /or listen to the debate on the need to raise fees. Each time a fee increase was proposed those voting by proxy defeated it. This was a source of frustration to those members who took time out from their employment to attend the AGM's and after listening to the debate and being convinced of the reasons for the fee increase, often saw their vote for an increase negated by those voting by proxy and who were not even present at the AGM. It should be pointed out as well that amendments to By-laws required a two thirds majority to pass, not a simple majority, which made it even more difficult to pass motions by those attending the AGM's.

The proxy voting by-law was viewed by many as being destructive to the Association during the years 2000 to 2005 because it was used to oppose fee increases and thereby forced the Association to incur several annual deficits. As a result, the Council had to borrow funds from the bank to maintain a cash flow at the end of the fiscal year as the annual revenue became depleted. The funding situation of the Association is similar to some other organizations in that fees are collected at the beginning of the year and used to fund the organization throughout the entire year.

The proxy voting By-law also prevented the Association from initiating new programs and activities in the form of continuing education, public relations, and undertaking comprehensive analyses of social policies which were put on hold due to lack of funds. For example, during 2000 - 2006 the publication of the Association's newsletter, CONNECTION, was cut to two issues from the usual four per year and eventually discontinued for 2006 altogether. This was unfortunate because the CONNECTION was a means for the Association to remain in touch with its members and had been published for 40 years ever since the first issue in 1967. It was expensive to publish as the membership began to grow because it was printed and mailed out to each NSASW member. It became a convenient item in the budget to eliminate when deficits were being experienced repeatedly year after year. The reduction in the publication of CONNECTION was eventually replaced with an electronic format that could be viewed over the Internet by the membership but this did not compensate completely due to the fact that some members were not comfortable with the format and there were serious limitations on the amount of content that could easily be accommodated in the electronic format.

### **National Social Work Conference:**

The year 2006 will be known as the year that the Association hosted the national conference. Hosting the National Social Work Conference was a major project for the Association and the planning for it began two years before. The conference is a national gathering, every two years, of social workers from across Canada as well as a few from the United States and other countries. It is the official conference of the CASW and

provincial associations are invited to host the event on a rotational basis. For 2006, NSASW agreed to host the conference at the Westin Nova Scotian Hotel in Halifax. A call was put out for volunteers and an enthusiastic response made it possible to accomplish all the many tasks that made the conference successful.

A Planning Committee, chaired by Veronica Marsman, was formed to oversee the organization of the event. Her committee consisted of 18 volunteers who acted as chairs of various subcommittees with a further 14 sub-committee volunteers. In addition, another 52 volunteers signed up to work during the 4-day conference. There were sub-committees in the following areas: promotions; program; registration and administration; banquet/silent auction/entertainment; trade show/poster display; audio-visual; agency tours and excursions; sponsorship; volunteers; and protocol.

One of the first tasks in promoting the conference was to inform the practice and academic communities that the event was taking place and also to encourage participants to consider attending or presenting a paper, workshop, and symposium or making a poster presentation. A theme had to be developed and keynote speakers lined up.

The Program Committee worked hard to arrange an interesting array of keynote speakers: Professor David Divine; Dr Maureen MacDonald; Dr. Dennis Raphael; Judy Rebick; and Dr. Susan Sherwin provided the themes for the 5 plenary sessions. A conference poster was prepared to promote the conference, which highlighted the keynote presentations and was available on the conference webpage.

The Planning Committee also arranged interesting agency tours and excursions to points of interest for attendees from out of the province. A highlight of the conference was the Welcoming Ceremony on the first night, with entertainment and welcoming messages from government and municipal leaders as well as visiting social work associations. The Banquet and Silent Auction was also a highlight on one the evenings with special guests, an award presentation and popular Nova Scotia entertainment.

The Annual Report of 2007 AGM provided an account of the results of the National Social Work Conference held the previous year. The Conference was attended by 482 social workers from across the country and was a major accomplishment for a small province. Approximately 50% of the participants were from Nova Scotia, which was great participation by NSASW members. There were 108 presenters, 30 of which were from Nova Scotia, which provided a real opportunity to spotlight the innovative approaches and compassionate programs initiated by social workers in our province.

### **Amendments to the Social Workers Act:**

In December 1998, the NSASW Council approved the appointment of an ad hoc committee to review the Social Workers Act. The committee, chaired by Wendy Keen, was composed of representatives of the Board of Examiners and the Council. It established its terms of reference which included reviewing and researching the provisions of the Act, getting legal advice, consulting with NSASW members and professional organizations, establishing a process for amending the legislation and finally making recommendations for the consideration of the Council.

In February 2000 three amendments were put forward for the fall session of the legislature. These amendments gave the Council the authority to set fees for the Association and establish the Association's budget.

At the Council meeting of September 11, 2000, Wendy Keen, Chair of the Legislative Review Committee presented twenty-nine (29) proposed amendments to the Social Workers Act, relating primarily to regulation,

which the committee considered “*necessary for the efficient and effective application of the Act*”<sup>16</sup>. These proposed amendments reflect the fact that the application of any new legislation over time uncovers areas where changes are needed to make it more effective.

In 2001, many of the proposed 29 amendments to the Social Workers Act were passed by the legislature in June of that year. These amendments were as follows:

1. Definition of private practice;
2. Clarification that the Registrar of the Board of Examiners is employed by the Association;
3. Adoption of the standards of practice as a by-law;
4. Increasing the Council’s appointments to the Board of Examiners from seven to nine members to assist with the increasing work of the Board;
5. Permitting the Governor-in-Council appointments to hold their office until their successors are appointed to replace them;
6. Provision for the Board of Examiners to elect their own Chair, Vice Chair and Secretary;
7. Delete the position of Assistant Registrar;
8. Requirement for six members of the Board to constitute a quorum;
9. Providing for a regulation for the Council to have authority over Association meetings;
10. Provisional registration for social workers entering the province to practice who do not have a social work degree but who agree to obtain a degree within eight years and work under supervision until they obtain the degree;
11. Delete sections relating to the grandparenting that ended in 1995 and no longer applicable;
12. A new provision to enable the Board of Examiners to maintain jurisdiction over a person who ceased to be a member with respect to disciplinary matters that may have arisen while the person was a member;
13. An additional provision for the Council to request the Complaints Committee of the Board of Examiners to investigate a member for “conduct unbecoming” in addition to the professional misconduct, incompetence, and breaches of the Code of Ethics;
14. A provision to broaden the powers of the Complaints Committee to be able to resolve the matter informally, refer the matter to mediation with the consent of both parties, counsel the social worker, reprimand the social worker with their consent, with consent of the social worker require the person to undergo treatment or re-education, refer the matter to the Discipline Committee, or dismiss the matter;
15. A new provision to enable the Complaints Committee to suspend or restrict the registration of a social worker during the investigation of the complaint or, if before the Discipline Committee, until the matter is adjudicated;
16. The section of the Social Workers Act that deals with the request for a review by a complainant by the Board of Examiners of its decision was deleted;
17. A provision to permit the Complaints Committee to enter into a “settlement agreement” with a member who has been referred to the Discipline Committee and before the commencement of the hearing – this is a mechanism where a member admits guilt of violating the Act and settles the matter without the burden of a disciplinary hearing;
18. A provision to broaden the grounds for a disciplinary hearing to include “conduct unbecoming” and “breaches of the Code of Ethics”;
19. A provision to limit the parties to a disciplinary hearing to the Board of Examiners and the member which would simplify the process while allowing others to be called as witnesses;
20. A provision to allow disclosure to an opposing party of evidence to be presented to a disciplinary hearing at least ten days prior to the hearing;

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16 A Memorandum to Council members and attached chart from Wendy Keen, Chair of the Legislation Review Committee. It provided information on the current section, proposed new section and explanation / comments as to the need for the amendment. Location: A binder containing the Minutes of the September 11, 2000 Council meeting located in the NSASW Library.

21. Clarification for the Discipline Committee to hear evidence of “conduct unbecoming” at a disciplinary hearing;
22. A new provision to define the grounds under which a member may be found guilty of “conduct unbecoming” and included conduct outside the worker/client relationship that could “bring discredit to the profession”;
23. A renumbering of the section defining incompetence (housekeeping section);
24. Additional powers of the Discipline Committee to include a reference to “conduct unbecoming” and “breach of the Code of Ethics” as grounds for discipline;
25. A provision for the Board of Examiners to publish a suspension or a revocation of the registration of a social worker;
26. A provision giving the members of the Discipline Committee all the powers, privileges and immunities provided under the Public Inquiries Act;
27. A provision that the complainant in a disciplinary hearing not be required to attend and that the complainant is not a party to the proceeding;
28. A provision to permit the Discipline Committee to proceed with the hearing even if the member chooses not to attend as long as there is proof that the member has received notice of the hearing;
29. A provision to permit an appeal by a member from a decision of the Discipline Committee to the Nova Scotia Court of Appeal.

This was a massive review of the legislation to try and adjust it to the realities and practices of the work of the Board of Examiners. As the years went by more adjustments were made and in 2009 the minutes to the AGM document further changes such as: the separation of the fee schedule from the By-laws; distinguishing the various fee categories in the By-laws; the use of an alternative and less cumbersome authority to the Roberts Rules of Order to govern the procedures at the AGM; and the composition of the Council to include a social worker representing the aboriginal community.

### **Agreement on Internal Trade:**

The last half of the 1990’s and the first half of the 2000’s were occupied with a national concern known as the Agreement on Internal Trade<sup>17</sup>. In July 1994, the federal government and the provincial and territorial governments signed an agreement known as the Agreement on Internal Trade (AIT). This agreement came into effect in 1995 and required all professional bodies, such as NSASW, to review their regulatory requirements and to work with other provinces so that requirements for practice were compatible.

In general, the purpose of the AIT is to provide for the reduction or elimination of barriers to the free movement of persons, goods and services, which is expected to promote an open and efficient market to enhance the competitiveness of Canadian business nationally and internationally.

Article 707 of the Labour Mobility Chapter of the AIT addresses the issues of licensing, certification and registration of workers. The AIT requires that criteria for licensing, certification or registration:

1. Relate primarily to competence;
2. Be published or made available to the public;
3. Do not create unnecessary delays in granting approval to become employed;
4. Do not impose extra fees that would not be imposed on the provinces’ own workers.

NSASW received a legal opinion from its solicitor that the Social Workers Act did not contravene the provisions

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<sup>17</sup> Report on the Implementation of the Labour Mobility Chapter of the Agreement on Internal Trade, prepared by the Labour Mobility Coordinating Group, Forum of Labour Market Ministers, Winnipeg, Manitoba. July 1, 2001

relating to inter-provincial labour mobility. The AIT however, proposes a system to provide for mutual recognition of the standards and qualifications for practice by each province so that social workers can move between provinces to work without barriers to registration. At the same time, the AIT does not require that any one province should have to lower their own standards when accepting out-of-province workers (Guidelines to the AIT, page 23).

If mutual recognition cannot be achieved, the AIT agreement requires that an analysis of occupational standards needs to be done to determine what the “commonalities” in registration qualifications are among the provincial associations. This was done and a chart was constructed which indicated the areas where there is 80% commonality and where there is less than 80% commonality. The agreement states that where there is 80% commonality or more between the provincial associations, this represents a high level of comparability and the standards for practice may be considered mutually acceptable by the provinces. However, where there is a less than 80% commonality, the provinces involved must pursue mutually acceptable occupational standards. The AIT agreement states: “... *any worker certified for an occupation by a regulatory authority of a Party shall, upon application, be certified for that occupation by each other Party which regulates that occupation without any requirement for any material additional training, experience, examinations or assessments as part of that certification procedure*”.<sup>18</sup>

Although the AIT is an agreement between the federal and provincial governments, in Nova Scotia, the regulation of social work practice is administered by the NSASW under the Social Workers Act. Therefore, the government of Nova Scotia delegated the task to the NSASW as the other provincial governments did to their respective social work associations or regulatory bodies.

Each provincial social work association and/or regulatory body appointed their Executive Director or Registrar to a National Task Force which received funding from the federal government to review each province’s legislation and develop mechanisms which would remove barriers to the movement of qualified social workers who wish to move to another province to work in their profession. The goal of the Task Force was to develop a Mutual Recognition Agreement (MRA) that could be used to inform all social workers in Canada of the registration requirements for social work practice in each province. Some of the issues that have been dealt with by the National Task Force to develop the MRA:

Draft Agreement - The first draft of a Mutual Recognition Agreement (MRA) was prepared and discussed during a teleconference with the Task Force members on October 22, 1998. This agreement was presented to the NSASW Council meeting on November 9, 1998 for review and discussion on the progress the AIT Task Force has made. In June 1999 the MRA was finalized by the Task Force and presented to each regulatory body for ratification. The MRA was presented to the NSASW Council in September 1999 and was approved.

Scope of Practice - The following motion was adopted by the AIT Task Force and was presented to the NSASW Council on November 9, 1998:

“The establishment of a scope of practice is fundamental to the regulation of the profession to facilitate compliance with Annex 708 (Part II) of chapter 7 of the Agreement on Internal Trade (“occupational standards”). Each jurisdiction should : i) create scopes of practice; or ii) amend existing scopes of practice with reference to scopes of practice existing in other jurisdictions”.

Currency of Practice - The Social Workers Act or regulations do not provide for currency of knowledge for applicants who wish to become registered and have been out of work for a number of years or acquired their social work degree several years ago and have been out of practice since obtaining their degree. It may be necessary for the Council to explore the preparation of a regulation or by-law on currency of knowledge for returning applicants. This would allow for a higher form of regulation and protection of the public.

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<sup>18</sup> Agreement on Internal Trade, Chapter 7 -, Labour Mobility, Article 706 - Certification of Workers. Forum of Labour Market Ministers, Labour Mobility Coordinating Group. August 2009. Page 5.

Acceptance of academic standards other than the social work degree - It may be necessary for NSASW to accept academic qualifications lower than the social work degree in order to comply with the agreement. The reason for this is that the province of Alberta and Saskatchewan accept community college graduates for registration in their associations. In order for their members to receive a licence to practice in Nova Scotia they would need to have a social work degree according to our legislation.

Another problem in this category is the acceptance of grandparented members from other provinces. They could not be granted a licence to practice in Nova Scotia. Furthermore, some provinces have a provision in their legislation for assessing other bachelor degrees and experience as equivalent to a BSW degree. Both these situations would mean that Nova Scotia would be lowering their standard for practice.

Private practice standards - Some provinces require that their social workers only have a BSW degree to be approved for private practice. This means that a private practitioner in that province who wishes to move their practice in Nova Scotia or to temporarily practice in this province would be denied under our legislation.

These issues appeared to be resolved in June 1999 when the AIT Task Force approved a Mutual Recognition Agreement (MRA) which was subsequently approved by the NSASW Council on September 13, 1999 containing two accommodation mechanisms for Nova Scotia: A provisional licence for out-of-province social workers who do not have a social work degree; and a requirement that out-of-province private practitioners have a MSW degree before they can be approved for private practice in Nova Scotia.

The accommodation mechanism developed by Nova Scotia is known as the provisional licence, which required an amendment to the Social Workers Act. The proposed amendment to section 22 of the Act was drafted by the Association's legal counsel and the NSASW Council approved appropriate wording on March 13, 2000. Known as Section 22A, it was discussed with the Department of Community Services and the Minister presented it in the legislature where it was approved as a government bill in 2001.

In 2005, the federal government notified the profession that it was not satisfied with the Mutual Recognition Agreement that was ratified by seven out of 10 provincial associations in 1999 and requested that the profession meet again to review the agreement.

It was unfortunate that the Mutual Recognition Agreement reached by the provinces was not acceptable by the government body. The mechanism known as a provisional registration (section 22A of the Social Worker's Act) created by the NSASW to accommodate social workers from other provinces that did not have a social work degree was not adequate. It was not acceptable to the AIT because it required that those applying for provisional registration were required to be enrolled in a social work program to upgrade their knowledge and skills and this was considered to be contrary to Article 706 of Chapter 7 of the AIT. As a result, NSASW requested an exception for those applicants requesting registration without the social work degree by insisting that they have the degree. However, it is not simply sufficient to state that NSASW requires a social work degree. NSASW must justify the difference between the social work degree and the diploma or other training as it relates to a significant deficiency in skill, area of knowledge or ability to practice. This becomes very difficult because NSASW does not have a profile of competencies for the practice of social work. There is no measure by which the Association can evaluate the difference between the social work degree and the diploma.

The work on the Mutual Recognition Agreement, although it did not result in a successful outcome, it did make the Association realize that one huge deficiency existed and that was the absence of recognized and acceptable social work competencies for the profession. It was becoming clear that it would be necessary to investigate the issue further and determine if competencies could be developed for social work.

The Association decided to proceed on its own to investigate, educate, and formulate a potential profile of competencies for social work in Nova Scotia. The Council appointed an ad hoc committee in 1999 to study the issue and inform the Council and members of the Association. The committee was known as the Social Work Practice Committee chaired by Jean Bremner, and included the Executive Director, other members and representation from the School of Social Work at Dalhousie University<sup>19</sup>.

The committee undertook extensive efforts to involve members in the discussion of competencies. The membership lists of the Association were reviewed and names were suggested from the lists to which the competency profile draft document, prepared by the committee, could be sent for feedback. The document was sent to about 55 members representing the following groups: metro area; rural areas throughout the province; social work managers and agency heads; clinical social workers; child welfare; mental health; health care; community care; MSSW faculty; and others. The document was also sent to: all Regional Reps; Council members; NSASW LISTSERV. The Executive Director also made a PowerPoint presentation<sup>20</sup> to a workshop at the International Social Work Conference in Montreal in July 2000 and also made a presentation to the NSASW Council on January 11, 2001.

It was difficult to get feedback from those who received the document but some faculty at the Dalhousie School of Social Work raised several pertinent questions after their review of the document: Where is the document taking the profession? How will the competency approach effect social work education? Is there a political agenda to the development of a competency profile (i.e. cost-saving device)? What part does knowledge and social work values play in the development of competencies?

Finally, a model competency profile for social work was developed by the Social Work Practice Committee and presented to the Council in March 2004 for approval. However, after a divided debate among Council members, the decision to adopt the profile was deferred to pursue other considerations and was never reconsidered. In spite of the work done by the ad hoc committee, it was difficult to convince some members that a competency profile was not only a useful instrument to educate and regulate the profession but also a communication tool to explain the role of social workers to the public. The major concern seemed to be that it would be restricting on the scope of practice. Social Work enjoys a broad scope of practice loosely defined but difficult to measure effective practice outcomes and communicate the profession's role to the public and other helping professions.

The Annual Report of 2009 mentioned that the provinces reached a new Mutual Recognition Agreement in December 2008 governing the mobility of social workers and their professional qualifications from province to province. This will enable social workers from Nova Scotia to travel to any other province and practice without undergoing up-grading their credentials. Under current social work legislation social workers from other provinces that come to Nova Scotia to practice must have Nova Scotia's minimum academic credential of a BSW degree and completion of the candidacy program as the entry-level requirement for a license to practice in Nova Scotia. It is this latter situation that will create problems for Nova Scotia because some provinces have social workers with a two-year diploma/certificate from a community college or have equivalent education and experience to the BSW degree. Under the terms of the Mutual Recognition Agreement these social workers would have to be registered in Nova Scotia if they wished to move here and practice social work. At risk also is the Nova Scotia requirement for new social workers to undergo a two or three year candidacy period before practicing as Registered Social Workers. The NSASW was in the process of preparing a case to the provincial government in 2009 to preserve the BSW credential for entry into the profession as well as justification to preserve the candidacy requirement. Both would likely be interpreted as a barrier to mobility of social workers from other provinces and it remains to be seen if we will lose those requirements for registration in our social

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19 Minutes of the Social Work Practice Committee, January 15, 2001. NSASW Archives

20 "Social Work Practice: the need to measure competence", Harold Beals, RSW, Executive Director of the NSASW. Presented to the International Social Work Conference in Montreal, Quebec, July 2000.

work legislation. The minimum academic requirement of a BSW degree followed by the candidacy process is a hallmark of our regulatory process. It ensures exposure to social work knowledge, values and skills as well as a mentoring process that permits the application of learning in a safe and guiding environment.

### **Use of new communication technology:**

In 2007 the Association was looking for ways to promote the profession and to clarify the mandate of the organization so that the role of the regulatory function as well as the professional responsibilities was clear to the membership and the public. New communication technology was seen as an opportunity to improve communications with the membership. The Association's newsletter, CONNECTION, had been reduced during the Association's financial crisis beginning in 2000 and finally discontinued altogether in 2006 as a cost saving measure. There was a commitment to revive the newsletter as well as using other technology such as a dynamic website, a listserv for the membership, and the use of on-line tools for registration and annual membership renewals. As well, there were concerted attempts to use technology to circulate research and position papers to members and the general public.

### **Focus on Child Welfare:**

During most of the 2000 decade the Association, through the efforts of a dedicated group of committee members, focused on the issues related to child welfare. This work began in 2000 as reported in the 2001 Annual Report of the NSASW Coordinator, Graeme Fraser, who was the first staff person to be employed in this position. The position was developed to provide a research capability and to support volunteers on committees. The Association participated in the CASW study that was attempting to identify barriers to good practice in child welfare. Another noted NSASW member was Wendy Keen who served on the national steering committee for the project and Graeme Fraser was the provincial representative for the study. Focus groups were held across the country and a report was released in 2002. As a result of the publication of the CASW report, the Association began to develop a child welfare consultation and conference in the province.

As a follow-up to the CASW Child Welfare project, the Association launched a very successful provincial conference on the same issue titled: "Creating Conditions for Good Practice" which was held in 2002 with approximately 150 social workers and others concerned about child welfare issues from around the province. Although the Association took the lead in the planning and organizing of the conference it was assisted by the Nova Scotia Council on the Family as well as the School of Social Work, the Department of Community Services and the CASW.

The feedback from the conference and the follow-up regional meetings indicated that social workers in child welfare appreciated the opportunity to communicate with each other in this field and the expectation of support from the Association in enhancing good child welfare practice in the province. One of the issues that the child welfare committee recognized in 2005 was the limited support of child welfare among the public and to a limited extent within other fields of social work. As a result, the Association partnered with the communication staff of the Department of Community Services to develop and publish a brochure: "Child Welfare Services – Protecting Children by Supporting Families" which had wide public distribution.

The involvement of the Child Welfare Committee in the work of the CASW Child Welfare project as well as the Association's conference and follow-up with social workers in the child welfare field prepared it to develop a paper presentation for the CASW National Social Work Conference which was held in Halifax in June 2006. The paper was titled: "Creating Conditions for Good Practice in Child Welfare: Perspectives from Nova Scotia".

By 2008, there were still on-going concerns among the social workers in the child welfare field such as:

workload; documentation requirements; limited time for client contact; limited community resources; staff turnover; difficulty in attracting qualified social workers; and lack of understanding and support for the important role they play from their employers. Support for their situation from their Association was a continuing request from social workers in this field.

### **Focus on Health Care:**

The focus on health issues during the decade was supported and maintained by the study on health conducted by the NSASW Health Committee which was released in 1999 titled: “Social Workers in the Health Field: Fears, Facts and Futures”. A committee was brought together consisting of social workers from all the major health districts in the province chaired by Jean Bremner, President of the Association. The principal investigator was Dr. Joan Harbison from the Dalhousie University School of Social Work. Members of the committee were: Judy Aymar, Judy Balcom, Susan Gagnon, Geri Luedey, Marilyn MacDonald, Tom Payette and Lois Ronalds. Consultants to the committee were: Freda Bradley, Cathy MacDougall, Ann Marie Maloney and Mary Pothier.

This was a major survey and study of the concerns and needs of social workers working in the health care system in Nova Scotia and how the Association could support its members working in this field. This was a concerted attempt to not only identify the problems that social workers were facing but also develop a strategic direction for the Association to follow in the future. It was the first time that social workers in health had the full attention of the Association to address their concerns.

The study was prompted by the concern expressed by many social workers in this field that positions were being eroded and responsibilities transferred to other professions within the health system. Traditionally, social work has always been associated with the health system and a high proportion of NSASW members were employed there. By 2005 about 500 social workers were considered employed in the health care system representing about one third of the members of the Association.

The report released in March 1999 provided a snapshot of the characteristics our members who work in this field and laid a solid foundation of data as well as what they needed and wanted from their Association. The report also attempted to clarify what the Association was doing to address some of their needs and laying the plans for a strategic direction for social work in health for the future.

By March 2002 the Health Committee had developed a document, “Position Statement with Respect to Health Care” which outlined the contributions being made by social workers in this field as well as what the Association sees as priorities. The statement was used to make a presentation to the Commission on the Future of Health Care in Canada, otherwise known as the Romanow Commission, which was holding hearings in Halifax at the time. The statement was also forwarded to key federal and provincial politicians and served as the foundation for other advocacy in relation to health care at the time.

The Health Committee, which was brought together to conduct the health survey in 1999 and also the NSASW position statement on health in 2002, began to evolve and became known as the Health Care Interest Group. The emphasis on name change was initiated in 2005 to respond to members who wanted to become involved with the work but found it difficult to attend meetings if they had to travel long distances from around the province. With the advent of new communication technology members could now take part in meetings via teleconferencing and this opened up a potential large group of social workers to participate and to have input into deliberations.

In 2007 the Health Interest Group began a series of annual events for social workers in the health field by holding Health Networking/ Study Days, which was attended by an average of 35-40 social workers who came

together to discuss issues in their practice field.

### **NSASW studies and surveys conducted during the decade:**

During the decade of the 2000's several studies of the membership and the Association were conducted. The concern was that the profession needed to be aware of the demographics of its members in order to understand itself as well as prepare for future growth and development. What will be the needs of the profession in Nova Scotia in the future? Will there be deficits in the supply and demand of social workers in the future? What needs to be done to mitigate any problems in the future? As a first phase, the profession needed to have a snapshot of the demographics of its members in Nova Scotia. The Association was finally in a position to provide this information due to the licensure legislation enacted in the previous decade that provided an accurate database of all social workers practicing in the province. From this information an accurate picture of the average social worker was possible. Once that was recorded, it was possible to collect other information on where social workers worked; salaries and benefits; staff training opportunities; opportunities available for advancement in the profession; levels of responsibility; stress in the workplace; staff resources; use of technology; recruitment and retention challenges; and personal risks in the workplace.

Other issues were being addressed as well such as the ability of the academic institutions to produce new graduates to meet the demand in the future workplace and the employers' ability to meet the demand for new resources in the social work/social service field.

The Association was interested in how the profession was changing and how it should consider changing as well. The Association began to review its model for promotion and regulation of the profession in the province to determine if the model could be more efficient and effective in meeting the needs of its members and informing the general public as to what a social worker is and their role is in the community.

#### Early cursory surveys (2004)

The Annual Report to the 2005 AGM noted some membership data that indicated the dramatic increase in the growth of the Association as a result of licensure. There were 1,062 registered social workers and social worker candidates for the year 1996 compared to 597 recorded for 1993 the year before licensure. By 2004 that number had increased 2.6 times to 1,557 registered social workers and candidates.

As of 2004, 87% of the members were RSW's and 12% were registered as Social Worker Candidates. In 2004, 47% had BSW degrees; 37% had MSW degrees or greater; and 16% had other degrees that were grandparented under the Act. 74% were in direct practice; 23% in management/supervision; and 3% in social policy. The five most frequent fields of practice by members were: child welfare (35%); mental health social work (17%); hospital social work (9%); addictions (6%); and family services (5%).

#### Quality of Work Survey (2007)

The Association carried out a work-life survey of its members during December 2006 and January 2007. The idea for the survey came from the Ontario Association of Social Workers who designed the survey for their own membership and offered the survey program to the other provincial associations in the hopes that comparisons could be made across the country. The Association made a few changes in the survey but by and large the majority of questions were retained for comparison purposes.

The survey covered such items as: demographics – age, gender, minorities, geographic area, disabilities, language, education, years of experience, plans to retire, level of responsibility, office size; and compensation and support – salaries and benefits, training, advancement.

At the time of the survey there were about 1,600 members in the Association and the on-line survey collected responses from about 35% of the membership.

In addition to using the results to compare with other provinces, the survey results were also used by the Child Welfare Interest Group to compare responses from those members working in child welfare with non-child welfare members. This was an interesting comparison to see if this group differed from social workers in other fields of practice and what the differences were. The result was put together in a PowerPoint presentation<sup>21</sup> by the NSASW Coordinator and was the basis for a presentation to the senior staff at the Nova Scotia Department of Community Services in 2008.

Some conclusions of the child welfare perspective on the data collected were:

- The quality of Life Survey findings are consistent with the findings of other surveys;
- The profession values the dignity and value of all persons and desires that for its members as well;
- Social Workers are committed to their work in spite of challenges;
- Good working conditions are directly related to service quality;
- A major concern of the profession is for recruitment and retention of quality staff.

### RSW Supply and Demand Survey (2009):

Conducted by the Health Care Human Resources Council, the Study was supported by Service Canada; the NS Department of Labour and Workforce Development; the NS Department of Health; the Dalhousie School of Social Work; and the NS Department of Community Services. This was a major study and was designed to develop a current profile of Registered Social Workers in the province and to assist employers and others to understand the supply of RSW's to meet current and future demands for social work professionals. Some of the key objectives were: create a profile of RSW's; identify potential shortages or surpluses for the next 5 years; and recommend a recruitment model for RSW's in Nova Scotia. Data was broadly collected through literature review, employer and social worker surveys and conducting focus groups.

The results of the survey, which was conducted in an on-line format from both RSW's and their employers, indicated that the results were similar to other cursory surveys conducted by the NSASW in the past.

The Supply and Demand survey in 2009 found a total of 1,707 RSW's representing child welfare (23.9%); mental health social work (20.2%); together consisting of almost half (44%) of all RSW's. 55% reported to hold a BSW degree; 44% held a MSW degree and 1% had other degrees or credentials under the grandparented section of the Act. 57% reported to be practising in direct counseling/therapy; 31% in management/supervision; and 3% in social policy development or community development.

The Supply and Demand Survey went further to document age of the practitioners; regional representation; gender; and membership status. In addition, a survey of employers of RSW's identified type of work; RSW designated positions; diversity in the workplace; job category; productivity; hires; vacancies; retirements; resignations; recruitment strategies; recruitment challenges; retention strategies; retention challenges; public perception; professional identity; and a number of work life issues that effect the RSW's satisfaction with the chosen profession.

The study confirmed that there was no immediate concern over supply and demand of social work positions in Nova Scotia. Overall the provincial RSW population is sufficient to meet human resource needs and future

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21 "NSASW Work Life Survey: A glimpse at some key child welfare results", A presentation by Graeme Fraser, Coordinator, NSASW to a meeting of Representatives of the NSASW Child Welfare Group and Department of Community Services program staff, November 5, 2008. Copy is available on the NSASW website at: [www.nsasw.org](http://www.nsasw.org)

demand can be accommodated through increased recruitment efforts, including increased graduate output, before the situation becomes unbalanced. However, there is one common issue that both RSW's and their employers identify as problematic.

*“The lack of a clear definition of what social work is, in terms of competencies and their associated skill set.”<sup>22</sup>*

The report isolates this issue as one that can be associated with a number of concerns expressed by RSW's in the survey such as: supervision and management; being both underutilized and inappropriately used; time spent educating other health care professionals; feeling undervalued; and existing poor public perception.

While the study concluded with a number of recommendations for maintaining a balance between supply and demand for the future viability of the profession, it also set out four strategic directions: (a) define clear RSW competencies to promote professional identity and enable articulation of professional role; (b) involve RSW's in quality of life issues to assist in retention strategies; (c) develop a plan to mitigate human resource shortages over the next 10-15 years; and (d) standardize human resource data collection processes to ensure accurate tracking of information needed to balance supply and demand in the social work profession.

An interesting side issue from this study is the recognition of the lack of competencies and the associated skill sets for the profession. This concern was revealed in the mid 1990's at the signing of the federal-provincial Agreement on Internal Trade (AIT) designed to promote the movement of professionals and other workers from one province to another without unfair restrictions imposed by provincial legislation. In the attempt to develop a Mutual Recognition Agreement (MRA) between the provinces it was soon identified that the profession as a whole did not have a clear competency profile with which to negotiate an agreement. This fact was a limiting factor in the provinces coming to some agreement. In 2004, the Association, on its own, attempted to develop a competency profile model for the profession in Nova Scotia but realized that there was considerable opposition to it, which stifled debate and ended the process at that time.

Now we have an outside third party researcher that has come to the same conclusion and pointing out that the lack of a profile for the profession is a reason why RSW's have problems with professional identity, as well as trouble being recognized by allied professionals and the general public.

#### Operation Structure Review: Phase 1 – A Review of Structure (2009)

After fifteen years under the current social work legislation (the Social Workers Act 1993), the Council decided that a thorough review of the current organizational structure should be reviewed to determine if it could be more efficient and effective. This review and resulting report was known as the Operation Structure Review<sup>23</sup> and was conducted by an independent consultant, Richard G. Ramsey Management Consultants Inc. In August 2009 an Interim Report was prepared and presented to the NSASW Council and a Final Report was presented to the Council in October 2009. The Final Report and the Council decisions on the recommendations contained therein were released to the membership in April 2010 prior to the 2010 AGM.

Beginning in January and ending in March 2010, the Council met to review and take action on the recommendations made in the report. One of the more interesting recommendations made after extensive examination of the social work legislations in other jurisdictions and the collection of data on the functioning of

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22 Registered Social Workers (RSW's) in Nova Scotia - Supply and Demand Study, Final Report. Health Care Human Resource Council. Prepared by: Price-MacDonald & Associates Consulting Inc. August 2009. pp.66. For a copy go to: [http://www.hcsc.ca/publications\\_current.php](http://www.hcsc.ca/publications_current.php).

23 Nova Scotia Association of Social Workers Organization Structure Review, Final Report, October 2009. Prepared by: Richard G. Ramsey Management Consultants Inc., Lantz, Nova Scotia. For a copy go to: [www.nsasw.org](http://www.nsasw.org) and click on “Publications”.

the Nova Scotia legislation was the preference for the model used under the current Act. That is, the structure in place of Council and Board of Examiners should remain in place as adequately serving the needs of the profession as well as assuring the interests of the public. This was not to say that some improvements in the model were not needed and additional recommendations were presented for consideration.

Another key recommendation to make the work of the Association more efficient and effective was to reduce the size of the Council by one half. Over the years the Council has added additional members by way of By-law amendments with the approval of the membership and sometimes on the initiative of the membership voting at Annual General Meetings. The size of Council had grown over the years to about thirty members and the Report recommended this number be reduced to fifteen and by the elimination of all the Standing Committees as well as the Regional Representatives. The Council, at its March 2010 meeting, decided to consult with the membership and to present any resulting resolutions no later than the 2012 AGM for debate and a vote by the membership.

Another recommendation in the Report was that the Association should develop a strategic plan with specific actions to achieve the plan. The Council implemented this plan in February 2010 by identifying the following goals for 2010:

- a. That each recommendation of the Ramsey Report be addressed and decisions made regarding outcomes;
- b. That poverty reduction/elimination be the focus of the Association advocacy efforts;
- c. That communication with the membership be enhanced through staff attendance at regional meetings, regular on-line publication of an Association newsletter, and enhancement of the website;
- d. That professional development provide the focus of membership services;
- e. That the Act be reviewed and amended as required;
- f. That the Regulations and By-laws be amended and recommendations made to the 2011 AGM in order to make them align with the adopted governance structure and revisions to the Act.

This review of the structure of the Association will most likely ensure that the Association will be more effective in its use of resources and provide benefits to the membership and the public. It is probably the first objective review done by a third party free from personal preferences and biases. The next few years will be important ones in the existence of the Association and can be made more effective if members become involved in the changes that will be forthcoming.

### **Chapter Summary:**

The 2000's saw an end to the financial crisis, which began in the late 1990's and made possible by the elimination of "proxy voting" (actually a mail-in vote) and returned a more democratic governance to the Association. The main flaw in the mail-in voting process was the difficulty to make sure that a useful and thorough debate was possible among the membership on resolutions brought before the AGM. Although, steps were taken to provide clarification and information to try and answer questions prior to the AGM, nothing could replace the actual back and forth debate among members all gathered together in one place. It is only by hearing each others opinions and debating the pros and cons that a full and legitimate debate can take place.

The Association saw the addition of several staff positions. In October 1999 Bill Greatorex was hired as Deputy Registrar two days a week replacing Jules Gravel who left the position after a short time with the Association. In November 1999 Graeme Fraser joined the Association's staff two days a week as the Research Coordinator. It was noted that in January 2000 the Executive Director's time had been increased from three to five days a week. In the President's Report of 2002 it was noted that Joyce Halpern was hired as Registrar in the fall of 2001 for three days per week and later increased to four days in June 2002. In March 2002, the Council approved the first medical plan for the NSASW staff. In January 2003 the NSASW office was expanded to provide separate facilities for the Board of Examiners. In 2007, a complaints investigator was hired part-time to assist the Board

of Examiners to investigate new complaints and freeing the Registrar to concentrate on closing a backlog of complaints that were outstanding. This action was taken so that complaints could be resolved in a more timely fashion.

By the end of the decade the Association experienced several staff changes: one Executive Director had retired and another resigned followed by a third one hired; an Executive Assistant had resigned; a long serving Coordinator had retired and a replacement hired. This was the sign that as the leadership of the organization was changing so too was the Association permitting it to adapt to the changing needs of its members over the next decade.

Membership increases were reported during this decade. In 2000 membership had more than doubled since 1993, the year before regulation. In 1993 there were 596 members and in 1999 there were 1392 members. In 2002, the Executive Director's Report noted that there has been an increase of 134% in the membership since 1993 to 1,432. Of that number there were 1,063 RSWs; 143 Social Work Candidates; 167 Private Practitioners; and, 53 retired members. In addition, over one hundred members volunteered their time in 2000 and 135 members indicated on their renewal forms that they would be willing to volunteer time to the Association. As of April 2002, the membership was 1,492. The number of members indicating their willingness to volunteer was 161.

During 2007, a survey of the membership, known as the Quality of Work Life Survey was undertaken during the year to provide an accurate synopsis of the current working conditions of social workers in Nova Scotia to help in meeting the goal of strengthening the profession. The original survey report could not be located but a report prepared by the Coordinator used the key findings to compare the working conditions of child welfare social workers to social work members in general. This was in preparation for a meeting of the Child Welfare Interest Group with the Department of Community Services in 2008. A RSW Supply and Demand Survey of the membership to prepare for the future deployment of social workers and ensure that the profession would be ready to meet the demand followed this in 2009. Also in 2009, phase one of an Operational Review was initiated to review the structure of the Association to ensure that it was efficient and effective or if any revisions needed to be made to make it more functional.

Social workers in health care comprise one of the largest membership components in the Association, (about a third of the membership) which prompted an annual Health Networking/Study Day first organized in 2007 for health care social workers to discuss the many different roles that social workers play in the Health Care system.

Extensive consultations with members were conducted on a revision of the Code of Ethics and the Standards of Practice used by the profession that resulted in the adoption of a new Code of Ethics and a more functional Standards of Practice to govern the conduct of members of the profession.

The on-going promotion of social justice was a major activity of the Association and the volunteers of the Social Justice/Action Committee. Social Workers consider the promotion of sound social policy and the critical analysis of flawed policy to be a major preoccupation of social workers and their professional association. The decade of the 2000's was no exception to the preparation of the number of reports, presentations at government task forces and in discussions with Ministers and Deputy Ministers as well as senior staff of government agencies. Two notable submissions by the Association to government committees and task forces in 2006 were: Submission to the House of Commons Standing Committee on Human Resources, Social Development and the Status of Persons with Disabilities; and the Submission to the House of Commons Standing Committee on Finance titled, "Re-Ordering Priorities: How the Budget Can Address Poverty in a Meaningful Way". Both submissions made a case for the reduction and eventual elimination of poverty in Canada and made specific recommendations to accomplish this overriding goal.

The emphasis on communication opportunities with the membership continued in 2008 with the celebrations during social work week, managing the Listserv, which comprises about 1,100 subscribers, and planning for a new website to include a separate members' only section. Recognizing that members' volunteer time is limited for active committee work, provision was made for interested members to sign on to an e-mail group to receive minutes and other information on the committees that they have an interest in.

By the end of the decade the Association saw the retirement of two Executive Directors, Harold Beals and Susan Nasser, who had served the Association well during their time in the position. The Association had become established in the community, had mastered the licensure process, and was finally in a position under a new Executive Director to fully represent the profession and serve all social workers in the province.

## Chapter – 7

### The Road to Licensure<sup>1</sup>

#### **Introduction:**

This chapter in the history of the Association is a detailed account of the Association's 30-year effort to obtain a form of regulation of the profession that would provide the greatest protection to the public as well as promotion of the profession. Licensure is considered to be a highly regulated form of legislation designed to ensure that all practitioners are held accountable for their practice. The road is a long one from the passage of the first Social Workers Act in 1963, a form of voluntary registration, to licensure in 1993, a mandatory form of social work regulation. The legislation passed by the Nova Scotia House of Assembly in 1993 ensures that the Association will be self-regulating which means that the members of the Association are responsible to ensure that resources are available to regulate the profession and protect the public.

However, the road to licensure of the profession has its beginnings many years before the Nova Scotia Association of Social Workers was formed in 1963. In fact, the profession has been preoccupied with regulation almost from the beginning of its existence in Canada. The national association, the Canadian Association of Social Workers (CASW), following the examples of regulation of the profession in other countries and other professions, could see the benefits of protecting the public, the profession, and of raising the profile and the credibility of the profession in Canada.

The story of regulation in social work has benefited from the experiences of older professions that have obtained regulation of practice. The fifteenth and sixteenth centuries saw the Royal College of Surgeons in Great Britain. The American Medical Association was founded in 1847 and the Canadian Medical Association in 1867. In the fifteenth century barrister's guilds were formed in Great Britain. The Canadian Bar Association was founded in 1896.

In contrast to law and medicine, social work as a profession has had more recent beginnings. In Canada the Canadian Association of Social Workers was founded in 1926. The National Association of Social Workers in the United States was formed in 1955 from a merging of seven similar social work organizations at the time.

Why the need for professional regulation? Does the existence of regulation instill public trust and does it help to clarify what it is that social workers do? Timothy Daley, a social worker, lawyer, and Family Court Judge in Nova Scotia placed the need for regulation of the profession in context in an article reprinted in The Social Worker (1980):

*“It is characteristic of a profession that it promotes and demands public awareness, understanding and use of the expertise the profession offers. Prior to the rise of consumerism in the late 1960's, professions enjoyed a certain mystique and only rarely were expected to publicly account for the behaviour of either the profession or its members. This immunity from public scrutiny is rapidly disappearing as the expectation for quality service continues to rise”.*<sup>2</sup>

Due to the relatively recent origin of the social work profession and because it has been more difficult to define

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1 This chapter highlights the concerted struggle made by dedicated NSASW members to achieve the goal of licensure. Although some of the material is covered in previous chapters we felt that the pursuit of licensure was important enough to accumulate the efforts made in one chapter dedicated to this goal.

2 Daley, Timothy T., Negligent Statements and the Social Worker, reprinted in The Social Worker, Vol. 48, No. 4, Winter 1980, pp.88.

the profession and to isolate the unique elements in social work practice, the regulation of the profession has moved at a slower pace. In Canada, as in the United States, regulation has been a function of state and provincial governments. However, in social work as in other professions, regulatory acts are modeled after each other and contain a number of features that are similar. For example: a Board of Examiners to control entrance to the profession and to support and enforce standards of practice; a qualifying examination to determine if the applicant has the required credentials to practice in the profession; a grandparent clause to include those already practicing successfully but who do not possess the required credentials of the new entity; and alternatives to formal education to allow professional schools to meet the demand for trained practitioners.

Social work, as a recognized profession, did not enjoy public support until recently due to confusion as to who was considered to be a social worker and the role that the new profession was determined to play in society. Persons in the early days who wanted to be qualified as a social worker had no easy access to professional education and often went to the United States to earn their social work credentials. As a result, there was a dearth of trained social workers in Nova Scotia as there were in many other provinces. This created a situation where government and private social agency employers were forced to hire people with many diverse backgrounds and who were considered suitable to administer the wide variety of social service programs that were becoming evident in the community. As a result, the term “social worker” began to be applied to anyone who was employed to administer the programs and the new profession became a mixture of a few professionally trained along with a large number of persons who had skills developed from different life and training experiences.

Any new regulatory plan that did not include a majority of practitioners from many different educational or practice backgrounds was considered doomed to fail. The reality was that no legislature would pass a regulatory bill that did not have the support and consensus of a majority of practitioners. This meant that the profession had to consider including the non-professionally trained “social workers” and also to unite those who were professionally educated before regulation of the profession could be considered successful.

Furthermore, social workers were traditionally adverse to regulation in spite of the growth of independent private practice. There was the concern by some that regulation was, by definition, exclusionary and would lead to elitism, two factors that are contrary to social work values. The profession had to advance the argument that regulation was a protection for the public and that somehow protecting the public was a higher goal than any fears of elitism. Mandatory regulation experienced by other professions was observed to be sound and has served to increase professionalism as well as protection of the public from incompetence and professional misconduct.

### **Terminology:**

- Public Regulation – The public, through formal legislation and regulatory or legal powers of the state, defines and regulates professional behaviour and conduct. Its purpose is to protect the public and develop and protect the profession.
- Registration – The weakest form of regulation. Can be voluntary or mandatory. Use of regulatory powers to protect claim to title, and requires credentials for entry, but no entry examination of knowledge or skills and no major criteria to protect the public. It does not protect job activity.
- Certification – use of regulatory powers to protect title, determine credentials for entry, entry-level examination of knowledge and skills, and at least one other major criterion such as continuing education to protect the public.
- Licensure – The strongest form of regulation. Protects both job activity and title. Full use of regulatory powers to enforce functional exclusiveness, credential requirements for entry, and entry-level examination of knowledge and skills.

### Early Discussions on Licensure at CASW:

Almost from its beginning, the Canadian Association of Social Workers (CASW) was preoccupied with the question of how best to regulate the profession. Professionally trained social workers were few in number and were faced with the reality that large numbers of persons were working in the field without adequate education or training. There was also a difference of opinion among branches of the CASW as to what form regulation of the profession should take. Some favoured a form of registration and others preferred licensure as the best means to protect the public and promote the profession.

Regulation was a complicated issue and difficult to promote. It involved government and the timing had to be right to gain acceptance from the government that must sponsor any such legislation. Also, the issue was a “top-down” one among the leadership but not a burning issue with the general membership. Therefore, whenever the subject was raised, it was decided to proceed with caution and to undergo further study before making a concrete decision.

Joy Maines, the Executive Director of CASW uncovered one of the first national references to regulation of the profession in an article she prepared for *The Social Worker* entitled: “Through The Years in CASW”<sup>3</sup>. This landmark compilation of the history of the CASW over four decades from 1924 to 1967 mentioned a 1932 report on recruitment and training. The committee that wrote the report was concerned with the shortage of professionally trained social workers and suggested the development of postgraduate training and the establishment of schools of social work as one way to ensure consistency of expertise in the field. The committee went on to suggest a form of licensing and concluded: “...*there might be some form of ‘licentiate’ granted by the national board on social work training ...after examination by a special examining board*”<sup>4</sup>.

The prospect of regulating the profession grew out of early discussions at the CASW on employment and personnel practices. In 1943 a study reported to the membership revealed a sad lack of written personnel practices and low standards for salaries. Another report in 1946 paved the way for a Code of Personnel Practices to be drawn up. Both of these studies brought up the subject of registration and licensing as a way to achieve better public recognition and adherence to ethical practice.

By 1951 a report on Licensing and Registration<sup>5</sup> by committee Chair, Mary W. Currie, provided some background on the progress of discussions on the issue of regulation of the profession up to that time. Following the 1944 Biennial meeting where a paper was presented on the topic by Miss Alice Taylor, the CASW Board established a “nucleus committee” to study the long-range goal and feasibility of licensing and registration. Miss Elizabeth Grubb of Vancouver, BC was appointed Chair of the first nucleus committee formed in the BC Mainland Branch<sup>6</sup>. Canadian social workers were concerned about identity due to the influx of unprepared workers during the Depression. There was a national concern with regards to the types of accreditation and the lack of professional training available.

The Licensing and Registration Committee<sup>7</sup> was known as a nucleus committee because the nucleus of the Committee was located in the BC Mainland Branch and remained there for three years. **Phyllis MacDougall**

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3 Maines, Joy, “Through the Years in CASW”, in *The Social Worker*, October, 1958

4 Ibid, p.11

5 CASW Committee on Licensing and Registration, Location: Library and Archives of Canada, Ottawa. Locator: MG 28, I 441 Container 14, File 20 (contains the Biennial reports of 1951 and 1953)

6 CASW Committee on Licensing and Registration, Mary Currie – Chair. Library and Archives of Canada, Ottawa. Locator: MG 28, I 441 Container 14, File 17 (1933,38, 1945-49)

7 Reports for the Biennial Period 1944-46 to the Board of Directors. CASW Licensing and Registration Committee. Library and Archives of Canada, Ottawa. Locator: MG 28, I 441 Container #14, File 19.

**of the Nova Scotia Mainland Branch was a corresponding member and remained a member for several years.** The nucleus committee worked with the BC Mainland Branch and developed a definition of social worker for discussion purposes: *“A social worker is one who, having acquired a certain professional technique is qualified to treat and, if possible, prevent social malfunction in the area of human and environmental relationships”*.

Late in 1947 a second nucleus committee was formed in Montreal. During this period several branches became involved and reflected their choices for regulation of the profession: The BC Mainland branch recommended a voluntary form of registration; the Manitoba branch recommended CASW prepare a model registration Bill to be used by provinces; Western and Eastern Ontario branches were interested in licensing and further study; the Montreal branch recommended licensing without the intermediate step of registration for Quebec.

By 1948 - 1950 the national committee under the Chair, Mary W. Currie had the involvement of seven corresponding members representing branches from Manitoba, Saskatchewan, Victoria Island, **Nova Scotia (Margaret Doolan)**, Hamilton, Toronto, and Western Ontario.

In 1949 the Montreal branch prepared a comprehensive report that was widely circulated and thought to be helpful to other branches in developing their study programs. A second report was produced in May 1950 and both recommended that licensing proceed without the intermediate step of registration and also that more study was required. The legal advice was that it was more difficult to obtain licensing if the profession already had registration.

As a result of the committee’s study of the issue of licensing and registration over the previous few years, Miss Currie’s report concluded with a summary for future action:

1. To carry out a census of persons doing social work and their qualifications;
2. To develop a definition of social worker for use in legislation. The American Association of Social Workers (AASW) definition was recommended for study;
3. To develop a statement on legal regulation of practice to be made available to the membership to stimulate discussion.

The Biennial report of 1953 by the Committee on Licensing and Registration<sup>8</sup> given by outgoing Chair, Mary W. Currie, prepared a statement on licensing: *“Licensing is defined as a legal function discharged by provinces, which restrict practice of a profession, or occupation to those meeting the requirements prescribed”*. The committee recommended licensing because: licensing will protect the public and allow for responsible development of the social work profession; give authority to define the field of work, conditions under which social work will be practiced, and establish qualifications of those who will practice; facilitate the recruitment and selection with basic preparation for social work positions; and will help give the profession status.

“Blanketed in” clauses were considered necessary and hard for members to accept but important to get a broad base for change and eventually raise standards at a later date.

Miss Currie mentioned that branches must be involved in the study and preparation for licensing. Under the British North America Act legal regulation is a provincial matter and therefore it was necessary for the branches to take the lead. The Montreal branch had an active study committee for several years prior to 1950. The Halifax Mainland branch appointed a committee to study the issue. The Saskatchewan branch pioneered the study of legal regulation and stated they preferred licensing to registration. Vancouver Island branch endorsed licensing and the Vancouver Mainland branch completed a voluntary census of 300 practicing social workers in British Columbia.

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8 CASW Committee on Licensing and Registration, Library and Archives of Canada. Locator: MG 28, I 441, Container 14, File 20 (contains the Biennial reports of 1951 and 1953)

In 1955, Elizabeth Govan, Executive Director of CASW, brought together all the reports that had been prepared on the subject of registration, and licensing. She mentioned that during 1952-1954 the nucleus of the Registration and Licensing Committee had been transferred to Regina, Saskatchewan. This committee was advised: “...to promote registration with a clause restricting practice rather than attempt licensing”<sup>9</sup>. The prevailing view at this time was that licensing was confusing, complicated and unlikely to be passed by provincial legislatures. The committee produced a draft Act that included a clause forbidding a person to practice social work as a profession unless the person was registered under the Act.

The early years of the national committees on registration and licensing were preoccupied with definitions and interpretation. Licensing was favoured as a long-term goal and registration as a more achievable immediate goal. It was recognized that any movement toward regulation would need to be a provincial matter and adopted by provincial legislation under constitutional law. Therefore, it became apparent that in order to achieve regulation, an organized effort within provinces would be necessary and CASW encouraged branches to form provincial associations that would get more attention from provincial governments than national organizations or national branches.

The CASW was also concerned about the implications of licensing and registration on membership<sup>10</sup>. Large groups of persons existed working in the field that did not have professional education such as in the child welfare system, the justice system and the health system. The concern was that if these groups became organized and able to convince provincial governments to enact registration or licensing legislation, it would mean that the regulated group might be larger and more influential than CASW. In addition, there was discussion about the CASW’s role in any regulating process. Should CASW become the licensing body or should membership in the professional association be a requirement for registration or licensing? It was concluded that membership should not be a prerequisite for licensing because it may be perceived as a conflict of interest if regulation of practice was controlled by the membership association.

A report by the CASW in 1968, on guidelines for control of practice<sup>11</sup>, concluded that the growth of incorporated provincial associations of social workers was the first and necessary step toward licensing. It was realized early on that regulation was a responsibility of provincial governments and as CASW grew in the number of branches it encouraged branch members to consider incorporating as provincial associations. It is interesting to trace the development of this phenomenon in Nova Scotia. Records<sup>12</sup> show that there were two CASW branches in Nova Scotia, the Halifax Branch (later changed to Mainland Branch) and the Cape Breton Branch. The Halifax Branch was established in Nova Scotia in 1931 but disbanded in 1935 and re-organized again in 1944. Records are incomplete but it appears that the Cape Breton Branch was organized in 1948 or 1949. Both were incorporated into the Nova Scotia Association of Social Workers (NSASW) when the NSASW became the official membership organization for social workers in Nova Scotia in 1963.

## 1960’s

### **Voluntary Registration - 1963**

Legislation was passed in 1963 to establish a form of regulation known as voluntary registration, which at the time to formalize the profession in Nova Scotia was considered to be a major effort. The Nova Scotia Association of Social Workers (NSASW) was the second provincial association to gain control of a specific

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9 Licensing and Provincial Organization, Canadian Association of Social Workers, January 1955. Location: Library and Archives of Canada, MG 28, I441, Volume # 14.

10 Licensing and Provincial Organizations, CASW, January 1955. Location: NSASW Archives, box labeled, “Old CASW Files”.

11 MacKenzie, Bruce and Iverson, Brian J., “Preparation of Guidelines for the Use of Associations of Social Workers in Respect to Licensing, Registration and Control of Practice”, January 1968.

12 Maines, Joy, “Through the Years in CASW”, in The Social Worker, October, 1958

title through legislation. The legislation protected the title, “Registered Social Worker” (RSW) but not the title “social worker” or job activities that were considered to be social work activities which meant that anyone could refer to themselves as a social worker without adhering to the academic credentials, practice standards, and the code of ethics of the profession. Holding all persons accountable who referred to themselves as social workers was not possible under this voluntary form of regulation.

At the 1963 AGM of the CASW Mainland Branch<sup>13</sup> a summary of the process which preceded incorporation and eventually the Act being passed in the legislature, was provided by Co-Chairs, Joan Cummings and Doreen Gillen of the Incorporation Committee. Pauline MacDonald, Gerald Alton, and Ed Newell were members. The Committee, formed in February 1962, studied other forms of incorporation and reviewed other incorporation acts passed by the Nova Scotia legislature. In December 1962 the Minister of Public Welfare, W. S. Kennedy Jones, was asked to introduce the Act in the Legislature. A working draft was prepared and provided to a lawyer, W.J. MacInnes of MacInnes, Wilson, and Hollett. Professor Edward of the Dalhousie Law School provided a law student to draft legislation. In January 1963 a proposed Bill was presented to members of the Mainland and Cape Breton Branches of the CASW and both gave unanimous approval. To emphasize the importance of the project, members of the CASW Mainland Branch Incorporation Committee (Joan Cummings, Ed Newel and Pauline MacDonald) flew to Sydney to seek the Cape Breton branch’s support. After the meeting Cameron MacDougall was selected to attend a meeting of the Committee with the President of the CASW, Dr. Elizabeth Govan to familiarize her with the proposed legislation. Mr. MacDougall recalls, “... *the purpose of the meeting, as I recall it, was to convince a somewhat skeptical Dr. Govan that the NSASW proposal for provincial regulation was a positive development and not a threat to the CASW*”<sup>14</sup>. Later The Honourable W.S. Kennedy Jones introduced the Bill as a private members Bill in February 1963. The legislation received Royal Assent on March 21, 1963.

Apparently it was not possible to have protection of the title, “social worker” and the committee had to agree to the use of the title, “Registered Social Worker”. No reasons were given for this. Some said at the time that the legislation was accepted as a compromise instead of higher regulated licensing legislation.

The early years of the NSASW were occupied with clarifying the relationship between NSASW and CASW. There were questions with transfer of members, membership fees, how NSASW was represented on the CASW Board, etc.

Unfortunately, a large number of social workers in the province chose not to be regulated by the Act. In 1963 when the legislation was passed there were about 183 registered social workers in Nova Scotia almost the same number twenty years later in 1983 and this was considered to be about half the number in the province who were eligible for registration. The new association found itself to be preoccupied with a concerted effort to attract eligible non-members over the following thirty years and when that eventually failed, the Association finally realized that the only solution was to begin the process that would bring about a stricter form of regulation, namely, mandatory registration or licensure.

There were also a number of persons working in the social work field who did not have professional social work training. The issue of membership eligibility began to occupy the energy of the NSASW during the 1960’s and 1970’s. There was conflict among the membership about opening up the association to include those working in the social work field that did not have university social work education. Some saw the need to include all persons working in the social welfare field. Others were concerned that competence would be diminished if credentials were lowered. A committee was appointed (The Membership Study Committee) to study the question of a more open membership that culminated with a meeting in Truro where a decision was made by the Association to open the membership and include all persons working in the field. This decision was later

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13 Location: NSARM (RG 72, vol. 3, file #2).

14 Personal correspondence from Cameron MacDougall, October 13, 2003.

reversed because it was found to be a violation of the Association's constitution and there was a danger that the decision would fracture the Association.

### 1970's

The 1960's were preoccupied with establishing the groundwork for a new professional association. The new legislation required that by-laws and regulations be designed and approved and making the community aware of the existence of the profession. The 1970's required the association to grapple with the concern that the Association was not representing all the social workers in the province. As mentioned before, voluntary registration did not require all qualified social workers to be registered and be a member of the Association. Furthermore, there were many people working in the field that were not included in the membership and could not be included due to the social work legislation at that time. Consequently, the problem faced by the Association during the 1970's was the diverse make-up of the social welfare/social service field and the realization that professional social workers did not comprise a very large portion of the field. The profession realized that this problem needed to be resolved if the Association was to move forward and be recognized by the community as a legitimate profession. The first consideration was to determine if the Association could find a way to include all practitioners who worked in the social welfare/social service field.

#### **Strategies for Inclusion:**

The minutes of the 6<sup>th</sup> AGM on May 27, 1970, Robert Ruotolo, RSW presiding, mention that a Membership Study Committee<sup>15</sup> was set up to study levels of social work practice that existed in the province and the impact that they might have on the structure of the Association and the membership if they were to be included. The committee consisted of: Lois Block (Chair), Mary Lou Courtney, Harold Crowell, Joseph MacKinnon, Daniel O'Brien, and Carol Ann Probert.

The Committee was asked to review the plans of other provincial social work associations regarding the existence of non MSW graduates; the structure of non social work associations in Nova Scotia; the educational background of employees in the NS Department of Public Welfare; changes in the membership requirements of the CASW; and the number of graduates of technical programs across Canada.

Based on the assessment of the advantages and disadvantages of accepting persons with other levels of training and education, the Committee's report listed five possible categories of membership in NSASW:

- Full membership in NSASW for BSW's ( CASW was considering this at the time as well);
- Full membership to all the groups studied in the report with all privileges and rights;
- Provide for associate membership in NSASW. This would create restrictions and the imposition of a class structure;
- An association composed of special interest groups such as: professional practitioners, technical practitioners, child welfare practitioners, medical practitioners, etc.; and
- Encourage the other groups to form their own organizations and NSASW would remain as it was.

From the minutes of the AGM, it was obvious that there was much discussion and conflicting opinions concerning the report and its recommendations. Some preferred that the NSASW should be maintained and that a second organization could be set up to satisfy the needs of other groups while others expressed the need of the NSASW to "become part of the total welfare scene". An open meeting prior to the AGM had been held earlier in the day of the AGM to which had been invited several representatives of the various levels of training and education such as NSASW members, welfare workers, and Nova Scotia Institute of Technology (NSIT) students and graduates. At the open meeting, a panel discussion was organized to present various points of view on how

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<sup>15</sup> Location: NSASW Documents and Reports, File #1100.20, 1970-71 in the NSASW Archives

the groups wanted to relate to the NSASW. The three panel members were: Harvey MacArthur of the Nova Scotia Family and Child Welfare Association; Earl Restin of the Social Welfare Officers Association; and Daria West, a NSIT graduate. These presentations were followed by a discussion where the comments and views of those present were expressed. Some concerns expressed were: the advantage of one unified organization; the need for full membership in the NSASW; the value of professionalism; the need for the NSASW to examine itself to be more effective; and competency related to level of education and training.

The majority of those present at the meeting were in favour of establishing one organization. There were several motions made by the assembled group one of which was to form a representative committee to study the feasibility of establishing one organization and to present a proposal at a meeting to be called by NSASW in the fall. The members selected for this committee were: MSW – Bob Haley; Welfare Workers Association – J.H. MacNeil; NSIT graduates and students – Sheldon Langille; the B.A. group and others – Linda Leonard. The NSASW members attending the AGM passed a motion to accept the report and its main recommendation for the NSASW to set up an ad hoc committee to study the proposals made by the various groups identified in the report.

In addition to tackling the question of changing the structure of the Association by opening up the membership, other attempts were being made to clarify and measure competence. It appears that with the possibility of including practitioners from different academic and experiential backgrounds, there would be a need to measure competence. The competency idea was supported by a CASW study on competence in social work in which NSASW was a contributor in one of six regional workshops sponsored by the CASW. Carol Ann Probert, Chair of the Standards of Practice Committee, attended the regional workshop and reported some preliminary results to the NSASW AGM in 1969 and 1970<sup>16</sup> Ms. Probert mentioned that when the CASW report was published, the intent was for the Association to apply or adapt the definition of competence to NSASW members and to develop an examination to assess a member's competence.

On October 8, 1970 a second meeting on the question of open membership was held at Truro, NS to hear the report of the ad hoc representative committee<sup>17</sup> as planned. A questionnaire had been prepared and sent out and the information collected formed part of the report titled: "Proposal for Membership in NSASW".

After discussion of the report, the meeting adjourned to permit members of the Association to attend a general membership meeting to consider the conclusions in the report. Without being able to review a copy of the report, it appears from the minutes that the majority decision of those present at the general meeting was to accept the proposal, "to expand the membership" of NSASW. Mr. Daniel O'Brien, RSW was the President of NSASW at the time and cautioned those present that the proposal may require changes in the legislation and the Council of the Association will need to consult with legal counsel.

A couple of weeks later on October 21, 1970, a Council meeting was held with Daniel O'Brien as President. A memo was sent to the membership as well as those participating at the October 8<sup>th</sup> meeting to consider the implications of the decision to expand membership reached at the Truro meeting. The Council became aware of a letter written and signed by 35 NSASW members expressing concern not with the decision reached (expanded membership) but rather the legality of the decision that was made.

Realizing the legal complexities of the October 8<sup>th</sup> decision, the Council appointed an Implementation Committee<sup>18</sup> co-chaired by Robert Haley, RSW and Joan Cummings, RSW. The committee had broad powers

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16 Not able to locate the actual CASW report but reference to it was found in: NSASW, Documents and Reports, File #1100.1, 1967 – 1969 in the NSASW Archives

17 Not able to locate the actual report – only a reference was made in the minutes. Location: NSASW Documents and Reports, File 1970-71(1100.2) in the NSASW Archives

18 Ibid.

to clarify legal procedures, engage legal counsel, produce amendments and any other required changes as well as ensuring that the total membership of NSASW was informed with the intention of gaining the support and acceptance of the actions being contemplated.

According to the minutes of the 8<sup>th</sup> AGM held on May 20, 1971<sup>19</sup>, the Implementation Committee up-dated members on the work carried out to that date and informed members that a full report would be made to the membership. The committee had sent a letter to each member, met weekly as a committee and held meetings in various parts of the province.

A year later, at the NSASW 9<sup>th</sup> AGM<sup>20</sup> on May 18, 1972, the question of membership eligibility was on the agenda and the report of the Implementation Committee was presented to the membership as planned. Members of the Implementation Committee were: Co-chairs, Bob Haley and Joan Cummings, Marty Dolin and Cameron MacDougall. One of the major tasks of the committee was to review the circumstances and decision under which the proposal to expand the membership had been made and the legality of the vote on the proposal under the Association's By-laws at the Truro meeting on October 8, 1970.

As the result of a thorough review of the minutes of the Truro meeting, it was noted that the vote taken by the members of the Association to expand the membership on October 8, 1970 did not have a two-thirds majority under the Association's By-laws, although there was a majority in favour of the proposal. The vote recorded was 21 in favour, 15 against, and 4 abstentions. In addition, under the Association's By-laws, any such motion would require four weeks notice to the membership prior to a vote and this was not done. *"The committee concluded with conviction that whatever the technicalities, the amount of continuing debate suggested that the issue had clearly not been adequately resolved"*<sup>21</sup>.

A lengthy process of sampling the views of the membership for almost a year brought the committee into contact with over 100 members out of a recorded membership of 143 at the time. An interesting byproduct of the study was the fact that due to the committee's contacts with the relevant groups and especially the discussions with the NSASW membership, the membership began to see the real issue to be *"the questionable social relevance of the Association and the evident apathy and lethargy among the membership"*<sup>22</sup>. The membership began to realize that there was an unrealistic expectation that broadening the membership would lead to more membership involvement in their professional association. Since 1963, the Association which contained only a fraction of eligible members from around the province struggled to attract all eligible social workers to become members of their professional association without success. The discussions that the Implementation Committee had with members during the Implementation study concluded that the Association should plan carefully before any changes were made to its structure and to assess the sources of the real problem which appeared to be apathy and non-involvement among current members.

The Implementation Committee found itself in the same position as the membership that is, maintaining the status quo and recognizing the fact that the field of social work was dominated by persons without professional education and therefore unable to be brought into the Association under the current Social Workers Act. As a result, there was no way to enforce uniform practice standards, adherence to ethical behaviour and the required academic credentials. This would lead not only to confusion in the eyes of the public about who a social worker was but there was no independent body to protect the public from incompetence and professional misconduct.

In order to bridge the gap between the status quo and an important value of the profession to promote inclusiveness, the Implementation Committee reached the conclusion that a new membership category of

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19 Ibid.

20 Location: NSARM (RG 72, vol. 71, file #16) Also NSASW Archives, Papers of Dr. Fred MacKinnon, Light Blue Folder.

21 Report of the Implementation Committee, Nova Scotia Association of Social Workers, May 2, 1972.

22 Ibid

“associate” membership be created to admit interested welfare practitioners of all levels of training. At the time, the By-laws did not provide for an associate membership although the Act provided for a By-law to be made and so this was the advice of the committee. It was clear that with the additional study of the hasty decision of the October 8<sup>th</sup> meeting to broaden the membership, and upon more sober reflection, the committee and the membership had concluded that expanding the criteria for ordinary membership of the Association and offering registered status to the non professional group would not resolve the real problems of social relevancy and apathy that existed among the NSASW membership.

It was evident that the status quo presented a confusing situation for the public and also left them in the position of having to rely on the employer to address any complaints of incompetence or unethical conduct. There was no independent process to address complaints except against those who were members of the Association, which represented a minority of persons referring to themselves as social workers. Job titles did not help to clarify the situation either since there was confusion as to the role of welfare worker, social service worker, caseworker, child protection worker, financial assistance worker, mental health worker, etc. This confusion was evident among government thinking over the years as well since the government continually changed the name of its human services department from Department of Public Welfare, to Department of Social Services, and finally to the current Department of Community Services.

The confusion among job titles created by social welfare/service employers, prompted some members of the Association to direct their thinking towards establishing competencies for social work. It was reasoned that if competency profiles could be established for the different levels of training or education, then the public could better understand the differences between job titles. However, this would require that social work be defined and this action would inevitably exclude some people. Some scenarios saw an elaborate system of levels of practice depending on education or training and relevant experience coupled with pathways of advancement to higher levels with additional education culminating in the professional degree. Unfortunately, those who did not have the required academic credentials would see the Association as elitist and the setting up a “closed shop” which would be difficult for them to become part of.

Following the report of the Implementation Committee, the Association was able to put aside the issue of broadening the membership and was able to turn and focus on the question of regulation of practice. At the AGM on May 18, 1972 three regulatory alternatives were discussed: (a) an effort to have employers require that the designation of RSW be a condition of employment for social work staff; (b) work toward licensing; and (c) work to have the association recognized as a union under the Labour Relations Act. At a Council meeting on June 14, 1973, approval was given to address the licensing option by setting up an ad hoc committee to examine registration and licensing with Mike Marentette, RSW as Chair. Also, as agreed at the 1972 AGM, one of the three tasks was to pursue the labour union option, so a special meeting of the membership was held on March 15<sup>th</sup> and 16<sup>th</sup>, 1974 at the Dalhousie University Student Union Building to discuss collective bargaining. Bill Greatorex was President and presided at the meeting <sup>23</sup>.

The educational forum on collective bargaining invited representatives from the Nurses Union and the Department of Labour to be present as resource persons. In previous discussions on the possible move from the current voluntary social work legislation to a more regulated form of governing the profession, questions had been raised on the potential of a collective bargaining union as a viable model for the profession.

The Special Meeting was titled: “Collective Bargaining: Yes or No”. In preparation for the meeting several options for the Association were presented for discussion:

- Continue the current structure
- Proceed to licensing
- Establish NSASW as a certified craft union under the Labour Relations Act

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23 Special Meeting of NSASW on March 15, 16, 1974 – Location: NSARM (RG 72, vol.111, file #15)

- Sponsor and promote an industrial type union for social agencies or departments only
- Try to promote a “new” union of professional and technical employees
- Try to integrate all NSASW members within one industrial union currently certified under the best terms that can be achieved
- Try to integrate all NSASW members within existing unions where they are eligible to join AND set up NSASW as a bargaining agent for those in settings where no certified union exists.

Collective bargaining was explained as the use of power and determining where it is located. Bargaining can be used for establishing job security, staff development, coping with demands of the job, and engaging in political activity.

The results of a questionnaire were also revealed at the meeting. It was sent to all NSASW members and out of 24 replies, 11 opted for not forming a union and 6 of the 11 opted for the Association proceeding to licensing. The remainder suggested various union models. Since response to this survey was not large enough to be representative of the membership, it was decided that the Association needed more information on the relationship between licensing and bargaining although the record does not indicate that collective bargaining was pursued further.

### **The Registration Committee:**



At the NSASW AGM <sup>24</sup> on May 23<sup>rd</sup> and 24<sup>th</sup>, 1974, the Registration Committee set up in 1972 to study certification and licensing chaired by Michael Marentette, RSW (left) presented a report to the 1974 AGM. The report<sup>25</sup> emphasized that a stronger form of regulation, to be seen as effective, would need to be vigorously enforced which meant that appropriate resources would need to be available to the regulating body. Other findings of the report were: professions are under increasing demand to protect the public in general and the client in particular; several professions are reviewing the same questions as NSASW in relation to restricting practice to those who are qualified; making registration mandatory would not be acceptable to many members due to the perception of a “closed shop”; licensing of the practice of social work would meet the concerns of public and the profession; licensing would need to consider the contribution of non-professionals in the delivery of social work services; there is a need for the NSASW to partner with the government and agencies in setting standards and delivering services; any licensing procedure must be an integral part of NSASW; attention must be paid to a growing interest in collective bargaining for social workers and the effects this would have on licensing.

A major recommendation made by the Marentette Committee was that NSASW accept the concept of licensing. Consequently, a motion was passed at the 1974 AGM to approve licensing in principle and to explore its feasibility. Other recommendations were to begin formal discussions with and to recognize the contribution of non-professionals; hold study sessions throughout the province; begin drafting legislation; and to hire the necessary staff to carry out the recommendations.

It is interesting that 10 years following the formation of NSASW and the passing of its ground-breaking legislation of 1963, the membership, in debating the issues around licensing, became very concerned about the existence of social workers who were not required to be registered to practice nor was the Association aware of how many or how to make contact with all of them. Furthermore, members were concerned about the level of discipline, standards of practice, professional development and client protection by the unknown number of eligible non-registered social workers. In other words, the legitimate professional body responsible for the

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24 The minutes of the NSASW Annual General Meeting held on May 23, 24, 1974 – Location: NSARM (RG 72, vol.111, file #15)

25 “Report of the Study Committee on Registration to the Annual Meeting”, NSASW, May, 1974.

practice of social work was no longer just interested in becoming recognized as a profession but was now concerned about who was actually practicing and what their qualifications were.

The Committee also ventured into the area of laying out details on the relationship between the NSASW and a proposed licensing board. This included the responsibilities of a Standards of Practice Committee; Discipline Committee; and the structure and function of the proposed licensing board. The committee also provided what was known at the time as a “model statute” developed by the National Association of Social Workers in the United States to assist with understanding some of the issues that licensing posed to the profession there. Some of the major issues were: purpose of the legislation; definitions for the practice of social work; representation to the public; titles and qualifications for license; private practice issues; exemption requirements; bribery, fraud, misrepresentation and false statements; grounds for disciplinary proceedings; disciplinary proceedings; renewal of licenses; and privileged communications.

### **The Daniluck Report:**

According to the minutes of the NSASW AGM <sup>26</sup> on May 7-8, 1975, as a follow-up to the 1974 report of the Study Committee on Registration, the Council negotiated with the Maritime School of Social Work to develop a field placement for a social work student to continue the study of regulation to ... *“attain greater clarity re: the assumptions, purposes, objectives and implications of licensing, including possibly negative consequences that could accompany each of the various models by which licensing might be sought”*<sup>27</sup>. The results of the study reported to the 1975 AGM, by second year social work Policy Planning student, **Gail Daniluck**, surveyed the Canadian and United States scenes for alternative models for regulation. Her report indicated that any such model for regulation should be inclusive and to exclude persons from licensing legislation would appear to defeat the purpose of licensing which is to protect the public from unqualified professionals.

Comments such as these reflect the preoccupation of the membership at the time with the other practitioners in the social services or social welfare field who did not possess formal academic study at the masters or doctoral level. It reflected the fact that from the early beginnings of professional social work training, the master’s level was considered to be the acceptable minimal level for professional practice. There were opposing views on this even among the legitimate membership of NSASW. Once the formalization of the profession came about in 1963 with the passing of the Social Workers Act, the discussion focused on the make-up of the membership and who should be a member of the new organization. This debate became increasingly important due to a number of developments: the introduction of the BSW degree in university social work faculties; social welfare training courses in community colleges; the immigration of social workers from other countries with foreign degrees; persons with baccalaureate degrees with majors in the social sciences; and social work aides and others working in various capacities in the social services field. Many of these groups were part of an organization known as the Welfare Workers Association and were not eligible for membership in the NSASW. A proposal surfaced to amalgamate this organization with the above interested groups and individuals throughout the province to become known as the Certified Social Service Workers Association (CSSWA). The proposal was made primarily as a result of the need of the welfare workers and the social service workers to organize, the belief that they could contribute to a productive social service system, and the frustrations experienced by this group to join NSASW. Also, the offer for them to join NSASW as “associate members” made after the Truro meeting (October 8, 1970) was seen merely as a token gesture to include them in the professional social work community. As associates, they would not have had the right to equal participation in NSASW. The proposed new organization was estimated to have about 650-700 potential members, much larger than the NSASW at that time. The CSSWA’s proposed legislation was seen to have the support of the Minister and senior officials of the Department of Community Services. However, in the end the proposed legislation was never passed by the legislature although the CSSWA continued as an informal group.

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26 The Minutes of the NSASW Annual General Meeting of May 7, 8, 1975 – Location: NSARM (RG 72, vol.124, file #4)

27 “Report of Council, Nova Scotia Association of Social Workers Re: Licensing Study Project” to the Annual Meeting, May 1975.

The Daniluck Report concluded that if licensing was to be pursued by NSASW it would initially need to have the widest inclusion of personnel from the provincial welfare delivery system. This would include childcare workers, social service graduates, bachelor and master social work graduates. The pursuit of licensing was seen as needing to include as many other organizations as possible in order to achieve this form of regulation including NSASW, CSSWA and government; and educational institutions. The report suggested that a coalition of these groups could collaborate on an inclusive licensing model, which would be independent of any association, and a license to practice would be mandatory although, membership in any association would be voluntary. The conclusion was that the NSASW could not ignore the advancement of a united profession and contemplated a model for licensing which presumed a coalition of support from relevant interest groups.

The Daniluck Report proposed a licensing model that was the product of the time. It took into consideration the discussions with members, the Executive of the proposed CSSWA, the need to strive for unity in the profession and the mixed feelings between the NSASW and the large group on non-members who felt excluded from NSASW because they did not have the “professional” education required for membership or, eligible non-members who voluntarily decided not to join the Association. All these factors influenced the proposed model which included such elements as: a scheme for recognizing the different levels of education and training with corresponding levels of practice; recognition that a licensing board would reflect representation from the independent associations but not be under the direct control of any one of them; and that a license to practice would be mandatory but membership in an association would be voluntary.

The report recognized that: definition of practice needed to be clarified; standards of practice needed to be established for each level of social work practice to hold social workers accountable; a method to provide a visible means for career mobility; and bring together the diversity of practitioners to advance the quality of service in the province.

The report went on to recommend; that NSASW not take any isolated steps toward licensing at the time; NSASW continue the dialogue with the CSSWA to identify areas of mutual interest and if indicated determine if the two associations can combine efforts to pursue licensing; if there is sufficient mutual interest to pursue licensing, consider a combined approach to the provincial government for establishment of an independent licensing board based on a multi-level licensing model; to become involved in the exploration and research of social welfare manpower issues including education and career paths, job market projections, job requirements, and competence ( this was mentioned due to the fact that the school of social work was engaged in a major manpower research proposal for the Atlantic provinces at the time); that NSASW and CSSWA engage in a study of collective bargaining.

Although the NSASW Council had several meetings with representatives of the proposed CASSWA, the non-professionally trained workers in the field saw the need to form an association of their own and the NSASW was not prepared to open the Association up to include this group. The 1980’s would see the NSASW pursuing regulation on its own.

### 1980’s

By the 1980’s it was time to review and compare where the other provinces were nationally in terms of social work regulation. A report by CASW, “ Social Work Regulation in Canada”<sup>28</sup> - a survey on the state of social work regulation across Canada up to 1982, indicated that each province faced unique problems and challenges moving beyond voluntary regulation. The study found that the experiences of provincial associations with regulation were similar. For example: the need for cooperation with educators, major employers, and interested groups; to define goals and purposes of regulation; to market and articulate the goals and purposes; to work with government and unions; and to gain the support of as many social workers as possible. Securing legislation

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28 Gowanlock, Gweneth J., “Social Work Regulation in Canada: 1926 – 1982”. Canadian Association of Social Workers.

requires the consistent efforts over a long period of time by a committed group of social workers as well as professionals from the legal profession. The formula for achieving successful legislation is a complicated mixture of clarity of terms, coordinating with government agendas, conflicting loyalties to unions, a clear distinction between the profession and the regulatory body, and the resources that are needed to carry out the work.

While recognizing that many social workers in Canada viewed voluntary regulation as inadequate and wanted a stricter form of regulation, and after having listed the many difficulties in pursuing stronger legislation, the author stated: *“This gloomy conclusion should not, however, deter social workers from the long term goal of stronger regulation of social work practice”*<sup>29</sup>. The report went on to offer advice on how social work associations could market a move to stronger legislation and how the CASW could help support provincial efforts.

### **The Knudsen – Bruce Committee:**

Following the 1982 AGM, an ad hoc committee was established composed of members of the Public Relations Committee and Membership Committee, co-chaired by Eileen Knudsen, RSW and Alex Bruce, RSW to poll the full membership and determine if the membership were willing to pursue a more stringent form of regulation. The Committee reported to the 1983 AGM<sup>30</sup> that they had researched the literature concerning regulation of social work practice, formulated goals and objectives, and held meetings with members in Halifax and Sydney. Following the two meetings with members in Sydney and Halifax in January and February 1983, the Committee presented four levels of regulation as options for the Association to pursue: (a) retain the current Act; (b) mandatory registration; (c) certification; and (d) licensure. The committee used the newsletter, CONNECTION, to sample the opinions of the membership. The March 1983 edition provided a progress report, contained a survey form and asked for the membership to give their opinions about the options presented<sup>31</sup>. The results of the survey were used to guide the discussion at the 1983 AGM. Since only 32 replies were received, a motion was made and approved that all members be polled by mail ballot to determine if a majority were in favour of changing the current Social Workers Act. It was agreed that ballots were to be mailed out in June to every member and that a general meeting of the membership would be held in November to finally determine if the Association should proceed or keep the status quo in relation to regulatory changes in the Social Workers Act.

The minutes from this ad hoc committee reveal the struggle that committee members were making to understand the issues around regulation and the difficulty in communicating the issues to the general membership. The minutes of the July 1982 meeting indicated that the members of the committee were: Debra Burris, Bill Hale, Bill Middleton, Mary Liz Green, Marilyn Peers, Sue Drysdale, Eileen Knudson and Alex Bruce. The minutes mentioned that the committee felt a need to clarify the regulatory terminology being used - for example the difference between registration and licensing. It was necessary to ensure that the general membership clearly understood the differences and consequences so that a reasonable debate could take place.

The poll by mail, authorized by a motion passed at the 1983 AGM indicated that over two thirds (71%) wished to change the Social Workers Act to provide a greater form of regulation. The four forms of regulation presented were clearly identified namely: voluntary registration, mandatory registration, certification, and licensure. It should be pointed out that practitioners and academics were beginning to voice their opinions about regulation. As an example of the on-going debate among the profession at the time was found in an article: *“Registration/ Certification: Are the Alternatives too Limited?”* in the March 1983 CONNECTION by Raymond Carlson, Ph.D. a professor at the Dalhousie School of Social Work. Dr. Carlson pointed out that the debate over regulation typically gets confused about the objectives that are to be achieved. Protection of the public from

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29 Ibid, p. 233.

30 Location: NSASW Documents and Reports, NSASW Archives

31 NSASW CONNECTION, March 1983. (Location: NSASW, Licensure Committee, File #700.6, 1984)

incompetent or unethical practice is the desired goal but the other goal often stated is increased status for the profession. He argued that the development of quality assurance programs could offer another way of ensuring that the public receives quality services with benefits to the profession over time.

### **The Public Regulation Committee:**

In November of 1983 a General Meeting of the membership was held as planned to discuss the next steps to be taken along the road to licensure<sup>32</sup>. The work of the previous committee was reviewed and the fact that 71% of members desired a change in the current social work legislation to be a stricter form of regulation. During the meeting, a Public Regulation Committee was struck, chaired by Beverly d'Entremont, RSW, to begin work toward a stricter form of regulation. Members of the Committee were: Jackie Pace, Bill Middleton, Angus Grant, Susan Drysdale, Wayne Hollett, and Harold Beals.

The first meeting of the new Public Regulation Committee<sup>33</sup> was held on February 1, 1984 and the Committee agreed to have a statement on regulation ready for the 1984 AGM. The Committee decided to review a document prepared by the National Association of Social Workers (NASW) in the USA titled: "Standards for the Regulation of Social Work Practice"<sup>34</sup>, which formed the basis for the Committee to make its report to the NSASW AGM. The document contained eight principles for the adequate regulation of social work practice. Each of the principles were thoroughly analyzed and revised by members of the Committee over several meetings and a statement was finally ready for discussion at the 1984 AGM.

The Committee's report recommended a specific level of regulation to the Association with a rationale and the steps that needed to be taken to achieve it. The principles that needed to be considered for inclusion in regulatory social work legislation were:

- Regulation must include a license to practice as well as protection of title to ensure a minimum standard of practice in the provision of social work services. This meant that licensure was the best form of regulation to accomplish this end;
- Regulation must recognize all levels of practice. The scheme proposed by the Committee for the Association to consider was: (a) Social Worker – requires a BSW, (b) Master Social Worker – requires an MSW, and (c) Certified Social Worker – requires an MSW plus a minimum of two years specialized experience for independent practice (See Appendix 10, Item #39);
- Private/independent or fee-for-service practice must be included under any regulatory scheme with public control and criteria for legal recognition of competence and qualifications;
- All levels of practice need to have a valid means of examining competence as well as educational credentials. There was a recognition that assessment of competence of the practitioner requires evidence beyond the social work degree;
- Regulation must include social workers in any setting, public, voluntary, profit or non-profit (this was difficult for the Association because there were so many persons practicing social work at the time who did not meet the eligibility criteria or who had the qualifications but refused to become registered);
- Legislation must require periodic renewal of the license and for some form of continuing education which includes not just paying a renewal fee but also evidence of keeping knowledge and skill up-to-date;
- Confidential communications between client and worker needs to be recognized and established by law; and
- There must be provision to hold social workers accountable for their professional and ethical conduct through a disciplinary process established in law, which will have authority to prevent practice by those

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32 The Minutes of the NSASW Annual General Meeting of April 26, 1984 – Location: (NSASW Documents and Reports)

33 Location: NSASW Licensure Committee files, file # 700.7, 1985-86), NSASW Archives

34 "Standards for the Regulation of Social Work Practice", Approved by the Board of Directors, National Association of Social Workers, Inc., October 23, 1976.

who are unable or unwilling to do so.

The report of the Public Regulation Committee at the 1984 AGM emphasized the need for licensure as the best form of regulating practice to protect the public and make social workers accountable for their practice. The Committee indicated that it would continue its work by communicating with the provincial Departments of Social Services, Health, Education, and Attorney General; promote community education and support; and engage in legislative activity. Members of the committee at that time were: Bev d'Entremont; Susan Drysdale, Jackie Pace, Angus Grant, Bill Middleton, Wayne Hollett, Harold Beals, and Dave Henderson.

A meeting <sup>35</sup> with a Department of Health senior social work consultant, William Twaddle, RSW on September 27, 1984 produced a commitment that he would recommend that the Minister of Health support the Association's objective of stricter regulation of the profession. Mr. Twaddle indicated that the Canadian Council on Hospital Accreditation states that institutions should have "qualified" social workers on staff. This statement seemed to open the way for the Department to support what the profession holds out as a qualified social worker.

At a Public Regulation Committee meeting <sup>36</sup> on November 1, 1984, the committee invited, and was fortunate to have, Dr. Fred Wien, Director of the Dalhousie School of Social Work attend the meeting. Dr. Wien provided important clues as to the support that would likely come from the faculty and students of the school. He cautioned that it would be important to avoid a split among those with opposing views on regulation. Although most of the faculty would support regulation there would be some who would oppose it and therefore it would be preferable not to ask the faculty to take a stand on the issue.

This was one of the first opportunities to hear directly of the attitude of the social work faculty towards regulation of practice. It became clear that undivided support from the school would not be forthcoming. This was unfortunate because it made convincing others, namely government, that regulation of practice would be beneficial to protect the public and assure accountability from practitioners.

Disappointing news was received following a meeting <sup>37</sup> with the Deputy Minister of Social Services on November 2, 1984 that the Minister would not support the move to licensing legislation at that time. This meeting was attended by Beverly d'Entremont, RSW (Committee Chair), Angus Grant, RSW (President), Barrie MacFarlane, RSW (Chair of Standards of Practice), Bessie Harris, RSW and Martha Crowe, the Department's legal counsel. The reason given was that the legislation was too strict as a form of social work regulation. The Deputy Minister suggested that a committee be set up consisting of members of the Association and senior staff of the Department to discuss mutual concerns regarding standards of social work practice.

Bessie Harris, RSW agreed to chair the Deputy Minister's committee that had its first meeting in January 1985. Although the Association agreed to participate on the Deputy Minister's committee, there was disappointment that the new committee would be limited to discussing standards of practice and not regulation of practice.



Following the 1985 AGM, Marilyn Peers, RSW (left) assumed the chair of the Public Regulation Committee. Members of the committee were: Bev d'Entremont; Wayne Hollett; Harold Beals; and Sister Virginia Turner. There was renewed commitment for licensure to be the goal of the committee and as a short-term goal, the committee agreed to have draft legislation in the hands of the membership by January 1986 to be followed by a special meeting of the membership shortly afterwards to review the draft.

35 NSASW Documents and Reports, NSASW Archives

36 Location: NSASW Licensure Committee, files (700.7, 1985-86), NSASW Archives

37 Ibid.

At the 1986 AGM, Marilyn Peers, RSW reported on the work of the Public Regulation Committee<sup>38</sup> during the past year which included: a review of the Alberta legislation; review and discussions concerning the Psychologists Act and its implementation; and an extensive review of our current Act with the thought of adapting it by inserting strategic amendments.

Some members of the Association seemed to be concerned about proceeding too fast towards stricter regulation. The Public Regulation Committee had polled and held consultations with members in different parts of the province. It had polled the membership and found that over two thirds expressed a willingness to see the Association adopt a stricter form of regulation. However, there was evidence of a continuing debate among members as to the form that stricter regulation should take. The options seemed to be confined to mandatory registration or licensure. Many views were expressed as to the best form for NSASW and the best time to request legislation from government.

Up to this point, the Association was working towards licensure as was recommended by previous committees studying the issue. However, a change of direction was made at the 1986 AGM when the membership passed a resolution that mandatory registration be made the Association's immediate goal. The reason given was that mandatory registration would have a better chance of being successful because it was perceived that government was more likely to support it at that time. The motion was made by Bill Middleton and seconded by Jean Bremner for the Public Regulation Committee to pursue mandatory registration to control the title, "social worker". The discussion focused on the idea of tightening the current Act to protect the title and that the political climate was more favourable to the acceptance of mandatory registration than licensure. Licensure would again not be the immediate goal until some future date.

### **First draft of the proposed legislation:**

The review by the Public Regulation Committee culminated in a first draft<sup>39</sup> of proposed legislation dated November/December 1985. This draft was an important effort to incorporate the principles and also the realities of the situation experienced in Nova Scotia. For example, the existence of the large number of social welfare workers and the number of professionally trained social workers who refused to become registered, the perception that the government would not support licensure at the time, the need to find a way to protect the title of "Social Worker" rather than the title "Registered Social Worker", and the need to define the practice of social work.

The draft included a definition of social work practice that listed twelve specific activities ranging from evaluating child development to teaching social work as well as the administration of any of the defined activities. It mentioned that anyone engaging in any of the social work activities and not a registered social worker was guilty of an offence. There were exclusions for persons governed by any other Act, social work students, and academics teaching social work in academic institutions.

The draft tweaked the wording to protect the title, "social worker" by retaining the phrase "Registered Social Worker" but adding that no person could use any combination of those words or use any title containing the words "social work". Employers had a duty required by the draft legislation to not employ any person "to engage in the exclusive practice of social work" who was not a Registered Social Worker.

The requirements for registration for persons educated in Nova Scotia were for a person to have completed a "basic social work education program from an approved school of social work and passed the registration examinations. It also included a "temporary permit registry" for persons in the process of applying for registered

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38 Location: NSASW Licensure Committee files, file # 700.7, 1985-86, NSASW Archives

39 Ibid.

social worker status<sup>40</sup>. This was a concept borrowed from the social work legislation in the state of New York. It allowed persons applying for registration to practice under supervision for a specific period of time. Later drafts of the legislation scraped the temporary permit terminology and replaced it with the concept of “Social Worker Candidacy” similar to the concept found in the Nova Scotia Psychologists Act. The origin of this decision was found in the Social Work Practice Committee minutes of October 22, 1986<sup>41</sup>.

Persons educated outside Nova Scotia were required to be a social worker registered by a regulating body of another province, be approved by a group called the “Universities Coordinating Council” and pass the social workers registration examination. These requirements were quite complicated and restrictive but they were designed to take into consideration that if social workers came to Nova Scotia to practice they may not have been educated in the province therefore some mechanism had to be structured to accommodate them. The draft also contemplated the setting up of a body to be known as the “Universities Coordinating Council” to review and evaluate the academic qualifications of out-of-province social work applicants or the out-of-province education programs so as to determine if they were equivalent to the program available in Nova Scotia.

The authority of the Universities Co-ordinating Council was modeled after the Alberta Social Workers Act but it was not clear in the draft how the Council would be organized or what the relationship would be to the universities. More work needed to be done on the concept of the Universities Coordinating Council.

There was a Practice Review Committee with the task to enquire into, or investigate, and report on the competence of a Registered Social Worker. There was a question about the liability of the Association for the negligence by a Registered Social Worker. A legal opinion dated May 9, 1988 clarified that if the Association had a reliable, consistent process for determining and verifying credentials, then that would be sufficient. Upon investigation, the Practice Review Committee could refer the matter to the Professional Conduct Committee.

The Professional Conduct Committee was the disciplinary body under the proposed legislation and its role was to receive complaints from any person concerning the professional misconduct of a Registered Social Worker. This would include: conduct detrimental to the best interests of the public; any contravention of the Act or regulations; harm to the standing of the social work profession; or displays the lack of knowledge, skill, or judgment in carrying out the duties and obligations as a Registered Social Worker. The Committee had all the usual due processes of investigation, proper notice, presentation of evidence, the rights of witnesses, findings of the Committee, orders of the Committee, preparation of written decisions, and the right to appeal.

Upon a finding of unskilled practice or professional misconduct or both, the Professional Conduct Committee had eleven options when making orders including: reprimand; suspension; limitation on practice; completion of a designated course of study; engage in counseling; or the cancellation of registration.

There was also provision in the draft to require the employer to report to the Registrar any unskilled practice or professional misconduct. Also, an employee was required to notify his employer if he was the subject of an order of cancellation, suspension, or limitation by the Professional Conduct Committee.

The Committee was composed of at least three Registered Social Workers appointed by the Council and one person appointed by the Minister from a list of no fewer than three members of the public nominated by the Council.

The disciplinary process also consisted of two unique options which came into play after a complaint was received by the Registrar but prior to being referred to the Professional Conduct Committee: mediation to

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40 Location: NSASW Licensure Committee Files, File #700.7, 1985-86

41 Location: NSASW Licensure Committee Files, File #700.6, 1984

resolve the matter when the Registrar, the complainant and the Registered Social Worker agreed to the process; and admission by the Registered Social Worker if the complaint is limited to unskilled practice or professional misconduct by the Registered Social Worker.

One interesting addition to the first draft legislation was the inclusion of a section to recognize Certified Social Services Workers as an entity within the professional association. The clause provided for a Certified Social Services Workers Roster in which could be recorded persons who were graduates of a Community College social work program, or Nova Scotia Institute of Technology, or possessed a B.A. degree in the social sciences. The clause also included a person on the roster, “who has been employed as a social worker in the exclusive practice of social work in Nova Scotia at any time in the three years preceding the coming into force of the Act”.

It appears that the inclusion of the Certified Social Services Workers in a specific section of the draft was an attempt to recognize that there was a large group of persons who were employed in the social services and social welfare field who were practicing social work as defined by the proposed draft legislation. According to one of the eight principles quoted in the annual report prepared by the Public Regulations committee at the 1984 AGM, regulation must include social workers in any setting, public, voluntary, profit or non-profit. Since there were so many persons practicing social work at the time who did not meet the eligibility criteria or who had the qualifications but refused to become registered, the inclusion of this group may have been seen as a way to show that regulation was a means of protecting the public by controlling all those who were in the social work field. However, this section was short lived and was absent in any subsequent drafts of the proposed Act.

### **Second draft of the proposed legislation:**

For two years the Public Regulation Committee worked with legal counsel, Ron Stockton, to prepare amendments that would reflect mandatory registration. Another draft<sup>42</sup> was prepared and circulated to the Annual General meeting on April 28, 1987 for discussion.

Members of the Public Regulations Committee were: Marilyn Peers; Freda Bradley; Dan O’Brien; Sr. Virginia Turner; and Harold Beals. Sr. Virginia Turner who presented the draft for discussion at the AGM pointed out that the substance of the current Act had not changed but the title of “social worker” was protected. More changes to the draft were incorporated, circulated to the membership and presented at a Special Membership Meeting on October 1, 1987 for ratification. The meeting was held at Hancock Hall, Dalhousie School of Social Work with Marilyn Peers presiding. Dan O’Brien led the discussion and with more discussion further changes were suggested. Finally, a motion was proposed and passed to approve the draft with the changes discussed.

Following the Special Meeting of members in October 1987, more changes were made to the draft legislation<sup>43</sup> based on the discussions from the meeting. There was focus on the composition of the Board of Examiners. The draft stated that the Board was composed of eight members; six were to be Registered Social Workers, one to be teaching at an approved school of social work, and one who was not a Registered Social Worker. Board members were to be appointed by the Governor-in-Council from a list of nominees prepared by the Association. The list would contain ten Registered Social Workers, two Registered Social Workers teaching at an approved school of social work, and two persons who were not Registered Social Workers. There was much discussion on making the Board appear representative as well as making appointments “at arms length” so that the Board could not be accused of making decisions to “protect their own”. The appointment process, however, could turn out to be very cumbersome and probably a delaying process especially when vacancies on the Board occurred, since it relied upon the government to make all the appointments.

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42 Location: NSASW Documents and Reports, NSASW Archives

43 Location: NSASW Licensure Committee files, file #700.9, 1989-90, NSASW Archives

The draft contained provisions for the registration of current Registered Social Workers with time limits and also a Register of Candidates for persons waiting to acquire the designated years of experience and the passing of examinations before being granted the status of Registered Social Workers.

The title of “Registered Social Worker” was retained, however, if the person was not registered, it was an offence to use any title with the words “social worker” in it, including the words “social welfare worker”, and “social services worker”. This was an attempt to protect the title and to prevent anyone else from using words that would give the impression that the person was a social worker unless they were registered.

One noticeable omission in this draft was the absence of a definition of practice. The major focus of the draft was defining who could practice social work and how the title of “Registered Social Worker” could be protected from use by other people. The draft also went to great lengths to control practitioners with an elaborate process for discipline. It is clear that the draft reflected the desire of the membership for mandatory registration and not licensure by attempting to control the title without defining what the profession did.

### **Discussions begin with Government:**

At the April 28, 1988 AGM, it was assumed that the work of the Public Regulation Committee would soon come to a conclusion. Following the Special Membership Meeting in October 1987, further refinements by legal counsel to the draft Act were made and finally ratified by the NSASW Council on December 12, 1988<sup>44</sup>. On December 20, 1988, the committee met with Carmen Moir, the Deputy Minister of Community Services and his staff to discuss the proposed amendments. It was pointed out that the membership attending the 1986 AGM had directed the Public Regulation Committee to revise the Social Workers Act to the level of mandatory registration. Members of the committee attending the meeting with the Deputy Minister were: Marilyn Peers (President), Freda Bradley (1st Vice -President), and Dr. Daniel O’Brien. A letter was sent to the Minister of Community Services, Mr. Guy LeBlanc, asking for his support of the amendments when brought forward in the legislature.

In a covering letter to Carmen Moir, Marilyn Peers, RSW, President of NSASW, summarized the contents of the draft that had recently approved by the NSASW Council and pointed out that the proposed amendments did not create licensure or control who could practice social work. Ms. Peers mentioned that the amendments moved the Act from voluntary registration to mandatory registration by controlling who would be able to refer to himself or herself as a Social Worker, Registered Social Worker, or Registered Social Worker Candidate. Ms. Peers also pointed out that greater accountability was assured by requiring a professional university degree, professional experience, and the passing of examinations for all Registered Social Workers. Furthermore, a complaints and discipline committee to respond to any concerns raised by the public and specific actions that can be taken by the Discipline Committee in cases where professional misconduct or incompetence had been established.

One change from previous drafts was found in the offence section that removed the titles of “social welfare worker” and “social services worker” as being prohibited. As a result, social welfare workers and social services workers could continue to refer to themselves under these titles without being registered by the Board. However, the title of “social worker” remained as a prohibitive title unless the Board registered the person. This effectively controlled the title, “social worker”, which was a title most familiar to the general public.

The draft presented to the Minister contained a transition clause that would permit any Registered Social Workers who were registered under the current Act to be included under the proposed amended Act. As well, a two-year period was established for eligible persons to become registered after the proclamation of the proposed amended Act. This could be seen as a mechanism to encourage eligible non-members to become registered

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44 Location: NSASW Licensure Committee, 700.9, 1989-90, NSASW Archives

which was a long-standing concern of the profession and the Association ever since the first Social Workers Act was proclaimed in 1963.

To support the concept of a self-regulating organization, the proposed Act stipulated that every person approved by the Board of Examiners for registration is a member of the Association with the authority to set and collect membership fees. The Board was composed with a majority of members appointed by the Council of the Association and the Council was to submit two (non-social worker) nominees to the government from whom the government would appoint one to the Board. Therefore, the profession maintained the control of who was allowed to practice social work and was responsible for the regulation process and ensuring that the process was carried out objectively. Although the proposed Act controlled who could refer to himself or herself as a social worker, or Registered Social Worker, what it did not do was to control the practice of social work by defining social work practice and controlling who could practice as defined. This step would be further down the road and would require that the Association wait for an opportune time to pursue a higher form of regulation, licensure.

### **The Licensure Committee:**

The 26<sup>th</sup> AGM in 1989 saw another shift in the will of the membership to again pursue licensure as the immediate goal. As a result of the consultation with members by the Consultation Committee set up in 1988, there was a unanimous vote by the members present at the AGM on April 27, 1989<sup>45</sup> to change the focus from mandatory registration to licensure and amendments were quickly prepared and sent to the Minister of Community Services for presentation in the Legislature. The Committee and the members present at the AGM were determined to proceed and continue the process toward licensure by passing a motion (Angus Grant/Wayne Hollett) that NSASW proceed towards the goal of licensure.



A Licensure Committee was established, chaired by Vicki Wood, RSW, (left) to inform the membership on the proposed amended legislation. Other members of the committee were: Freda Bradley; Marilyn Peers; Dan O'Brien; Gwen Fitzgerald; Susan Bennett; and Harold Beals.

It appears that the Association insisted that the membership be fully aware of the proposal for regulation and had multiple opportunities to provide input to the various drafts being prepared by the Committee. It was recognized that only a small number of members were able to attend AGM's where decisions were made and so to provide more opportunities for discussion a Special Meeting<sup>46</sup> of the membership was held on October 14, 1989. To clarify the differences between the two options being considered, two proposed drafts were presented for discussion, one on mandatory registration and the other on licensure. Freda Bradley was President and provided an historical review of the work of the Association towards licensure. Dan O'Brien explained the differences between mandatory registration and licensing and Marilyn Peers provided a review of the erosion of social work positions in the province which could be attributed to the current weak regulatory legislation.

The Association's Legal Council, Mr. Ronald Pugsley and articling clerk, Rory Rogers of Stewart, MacKeen and Covert, were present to explain and answer questions on the differences between the two proposed drafts. Questions from the members who were present pointed to a concern that members had about proceeding with new regulatory legislation. For example, questions were raised about how any new legislation would impact agencies including private agencies in the province. Also questions were asked about the broad definition of social work, a very fundamental concern that would be critical to any regulatory legislation.

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45 Location: NSASW Box labeled #4, NSASW Archives

46 Ibid.

A motion by Michael Marentette and seconded by Madeleine Deveau was adopted to proceed with the licensure legislation. A second motion was adopted to accept the draft on licensure that had been prepared and dated June 23, 1989 and for the Legislation Committee to add any appropriate amendments.

**The final draft:**

By November 1989 a revised draft of the Licensure legislation was available. Dated November 1, 1989 and labeled “Final Draft”<sup>47</sup>, it was sent off to the Minister of Community Services. It incorporated some changes to address concerns that the Minister expressed about a few of the provisions and to answer the question as to why the Association believed that the existing Act was inadequate for the current needs of Nova Scotians. One of the more significant concerns of the Minister was the large number of persons employed by the Department, some registered and others not registered, and how licensure would affect them. A grandparenting provision was introduced that would ensure that currently registered social workers be grandparented into the new legislation. The November 1<sup>st</sup> draft was changed to include currently registered social workers as well as “any person employed in the position of social worker to be registered even if they are not currently registered”.

**A common strategy for licensure:**

As the Association progressed toward the goal of licensure at the end of the 1980’s, it became increasingly important to clearly articulate the need for licensure and why the current legislation was not adequate. The Association’s position on the need to change the current Act was developed as a common strategy so that it could be made available whenever questions were raised. One of the position statements<sup>48</sup> developed during this period is quoted here in its entirety, which provides a glimpse of the rationale used by the NSASW Council going into the 1990’s:

*WHY THE NEED FOR SOCIALWORK LICENSING?*

*“The public or legal regulation of a profession occurs when the government through formal legislation defines and regulates professional behavior and conduct. The form regulation takes varies with the degree of autonomy and self-regulatory powers granted the professional association.*

*The weakest form of public regulation is voluntary registration. Here the government confers on the professional association the right to manage the internal administration, of its members and protect exclusive use of the title associated with the profession. Aside from use of title the powers vested with the profession e.g. discipline of members, extends to only those persons who voluntarily wish to be registered with the association.*

*Mandatory registration is similar in all respects to voluntary registration except that it assumes a higher rate of registration of eligible members. This is achieved largely through the cooperation of the employment sector, which limits employment to those persons within the profession who hold protected title rights. While mandatory registration is likely to cover a larger proportion of the eligible professional population it is not clear that employers will insist on titled practitioners.*

*Licensure, the highest form of public regulation entitles the profession to regulate use of title and right to practice. Licensure is compulsory and the regulatory powers vested in the profession*

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47 Location: NSASW Licensure Committee, file #700.9, 1989-90, NSASW Archives

48 “Why the Need for Social Work Licensing?” Prepared by the Licensure Strategies Task Group found in a memo from Dan O’Brien dated January 26, 1990. (Location: NSASW Licensure Committee, file# 700.9, 1989-90), NSASW Archives.

*are complete and extend to all members who wish to practice the profession.*

*The movement toward regulation of the social work profession has existed in North America for many years. In the United States forty-four of the fifty states have some form of licensure. In Canada, all provinces have some form of regulation and those with voluntary registration are actively seeking mandatory registration or licensure. The Sister provinces of Prince Edward Island and New Brunswick have both recently adopted licensing legislation for social workers.*

*Licensing of social workers in Nova Scotia will provide benefits not currently provided by the existing Social Work Act. (An Act, which permits voluntary registration of university, educated social workers.) In particular, benefits will accrue to the public, the government, employers and social work practitioners.*

### *BENEFITS TO THE PUBLIC*

*Licensure of social work practice will ensure for the public the minimum set of qualifications that all social workers must meet to practice. The public would be guaranteed that any person who purports to offer services as a social worker has met these minimal standards.*

*Clarity on this level is of particular importance as a proliferation of programs in the non-government human-service field has resulted in increased numbers of persons occupying social work like roles who have not been educated at the baccalaureate or post baccalaureate level. Without some form of licensing, clients and potential clients of social work services have no basis for understanding the qualifications of those persons presenting themselves as “social workers”.*

*As well as a proliferation of human service programs there has been a proliferation of pre-university and university programs graduating persons who find employment in the social services field. These programs carry a variety of titles, such as “Counseling”, “Mental Health”, “Human Service”, “Social Service”, but they are not accredited professional programs, meeting nationally recognized professional educational standards. Licensure will assist clients in understanding the variety of qualifications found among the social services work force.*

*Licensure will also guarantee the public protection against unethical and/or substandard practice. This is of particular importance as there is an increasing prevalence of private social work practice; that is, social workers who work outside the regulatory sanctions of public agencies. The current Social Work Act is ineffective in this respect in that not all practicing social workers choose to be registered and are therefore not subject to discipline under the Act.*

*Finally, licensure will clearly delineate what activities and functions constitute social work practice, thereby eliminating the confusion that currently exists for the public.*

### *BENEFITS TO THE GOVERNMENT*

*Licensure will result in a sharing of responsibility with the profession for ensuring competent social work practice. Another benefit will be heightened public perception that government is committed to safeguarding the public interest by ensuring that both the quality and quantity of service is monitored and maintained.*

*Finally, licensure will ensure that the substantial public investment in professional social*

*work education and social services is afforded the highest degree of protection available.*

#### *BENEFITS TO EMPLOYERS*

*Licensure of social work practice will ensure that the responsibility for competent performance by social work employees is shared with the profession.*

*Licensure will ensure for employers a pre-screened work force, which would be familiar with and required to adhere to a common, prescribed Code of Ethics and Standards of Practice, thereby relieving employers of sole responsibility for regulating practice in these matters.*

*Licensure will also encourage greater cost-efficiency in service delivery achieved through appropriate utilization of staff based on differing levels of training and expertise. Finally, licensure will assure that consumers of service are not subjected to undue hardship or suffering through assignment of staff who may be educationally or experientially over-extended in the helping effort.*

#### *BENEFITS TO SOCIAL WORK PRACTITIONERS*

*While the principle aim of licensure is to protect public interest, social workers have a real and legitimate self-interest in achieving the same type of legal and social recognition that other major, learned professions have obtained. Among specific benefits which will accrue to social work practitioners as a result of licensure are:*

- *Protection from malpractice suits if the practitioner had adhered to professional standards.*
- *Protection from employers requiring unprofessional service delivery.*
- *Enhanced public trust resulting from the establishment and enforcement of standards.*
- *Improved service for clients as they engage with a consistently educated social work community.*
- *Respect of other professions, achieved through assumption of responsibility and accountability for social work practice.*
- *Strong professional organization to advocate for client and professional issues.*

*With this background the Council of the Association is proposing that the existing Social Work Act be repealed and a new Act to License Social Workers be enacted”.*

This statement was used whenever the Association had an opportunity to speak with government, employers, the public or the Association’s membership and was one of the important tools used over the next two years to advocate for legislative change.

In 1989 a letter from the Minister of Community Services to the Association requested clarification as to why legislative change was necessary. The Association’s legal counsel prepared a response<sup>49</sup> dated November 8, 1989. The Minister wanted clarification on what problems have been encountered by the Association that warranted changes in legislation. Two points were made: Increased protection for the public from incompetence; and consistency with the national trend toward regulation of other similar professions. The Association’s response indicates how urgent it was to be able to convince the government that changes were required. Understandably, government is preoccupied with how the public might be affected by legislation and

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49 Ibid.

so the Association was quick to point out, first and foremost, that the current Act was inadequate because the single test of competence was the completion of a university level degree. This was not intended as critical of professional social work education at the time but rather to point out that this single measure did not provide a sufficient level of assurance that a social worker would be competent to practice social work. The emphasis here was on the word “practice”. The Association proceeded to make the argument that additional measures for testing competency were necessary to provide a greater level of protection for the public. This was provided with two additional changes to the draft legislation: a mandatory period of supervised practice experience; and the use of practice examinations. This change would provide three measures to ensure that new social workers entering practice for the first time had a basic level of competency: a university social work degree; a mandatory period of supervision; and the passing of examinations. This adjustment to the legislation would permit a high level of scrutiny and assure the public of a social worker’s skill and competency.

To highlight the Association’s case for better scrutiny, examples were provided of persons referring to themselves as “social workers” (but who did not have the required social work education) who were charged with serious violations of misconduct with clients as reported in the media. Usually those charged were found not to be qualified social workers upon further investigation. Often, even after clarifications were made of what constituted a qualified social worker, references in the media continued to refer to these people as social workers. In addition to erroneous references to social workers in the media, an added confusion for clients and the public was the proliferation of pre-university and other university programs whose graduates found employment in the social services field. These programs were not accredited and did not meet nationally recognized professional educational standards.

Another argument for licensure was made by reference to the protection of the public from unethical and/or substandard practice. An unanticipated outcome of the Act of 1963, voluntary registration, unfortunately permitted the omission of many eligible social workers who chose not to be registered arguing that the current Act did not apply to them and they were able to continue practicing outside the legislation and accountable only to themselves or to their employers.

The Association also had a vested interest in attempting to gain licensure. Other professions have acquired licensure with similar practice characteristics including: contact with a vulnerable clientele, the use of complex intervention behaviours, a long history of university preparation with national accreditation standards, and over two decades of self regulation under the existing Social Workers Act. Also, another development relating to the increasing occurrence of private practice of social work meant that some social workers were practicing outside the regulatory sanctions of public agencies.

The government was interested in what other jurisdictions were doing with respect to licensure and other forms of regulation. It was pointed out at the time that most of the states in the United States had some form of licensure. In Canada at the time all provinces had some form of regulation and those with voluntary registration were actively considering mandatory registration or licensure. For example, by the end of the 1980’s two Atlantic Provinces, Prince Edward Island and New Brunswick, had adopted licensure legislation for social workers.

Therefore, the arguments developed for government consideration related to protecting the public which could be achieved by: increasing the test for competence (adding a period of supervised practice, followed by practice examinations in addition to the existing university degree as a prerequisite to full social work practice); quoting cases in the media of serious violations with clients of persons referring to themselves as social workers but not volunteering their qualifications to the professional body that regulates the profession; the proliferation of non accredited social work university programs; and the public’s protection against unethical and substandard practice by ensuring that all social workers will be included under the licensure legislation. It was estimated that less than 50% of eligible members were registered under the current Act.

Without some form of licensing, clients and potential clients of social work services had no basis for understanding the qualifications of those persons presenting themselves as “social workers” or any remedy if they were subjected to unethical or substandard practice.

### 1990’s

The beginning of the 1990’s witnessed a serious and determined effort to obtain licensure for the Association. Much study and analysis had been done over the previous two decades and the Association was now determined to do everything possible to bring about implementation. The Licensure Committee, the Council (represented by the Executive Committee) and the Board of Examiners began to work closely with each other. They were convinced that the proposed legislation would be passed in the legislature but not without a lobbying effort on the Association’s part. A concerted effort was made to make personal contact with members of the legislature, other professional organizations and the public to lobby for support of the proposed legislation.

One such contact, according to the Council minutes of February 12, 1990<sup>50</sup>, was a meeting later that day with representatives of the New Brunswick Association of Social Workers (NBASW) to review their successful work towards licensure that was achieved in 1988. The NBASW’s progress toward licensure was similar to the NSASW. They began with a voluntary form of regulation with the passage of their first legislation in 1965 and achieved licensure in 1988. In 1982 they attempted to have the legislature approve mandatory registration to protect the title “social worker” but this was defeated when the union representing social workers objected due to the lack of a grandparent clause. Work continued and a grandparent clause was added which allowed the association to take the proposed legislation to regional members, professional groups, MLA’s and individuals. The media contact was kept low preferring to wait until the legislation made it to First Reading in the New Brunswick legislature and even then downplaying the concept of licensure and only emphasizing the changes were just another professional group bringing their legislation up to standard.

Once passed problems occurred with the application of the grandparenting clause in particular probation and parole officers. Only those with BSW degrees were eligible as well as some who qualified under the grandparenting clause which lead to some controversy.

The membership, before the passage of their legislation, increased from 150 paid members to nearly 900 members. Costs amounted to \$45,000 and left a debt to the association of about \$20,000. The New Brunswick experience was very useful to Nova Scotia and provided guidance in its successful efforts toward licensure three years later.

At the NSASW AGM on April 26, 1990<sup>51</sup> Dr. Dan O’Brien, reported that draft licensure legislation was presented to the Minister in the fall of 1989 and that the Association’s legal counsel had answered the Minister’s questions. Nevertheless, in a letter dated January 25, 1990<sup>52</sup>, the Minister communicated that he was not prepared to introduce legislation concerning licensing in the 1990 session of the legislature. No reasons were given.

Dr. O’Brien informed the members attending the AGM that because the Minister had not categorically rejected the proposed amendments, the Committee had decided to begin to develop a strategy to lobby government and other appropriate groups such as: MLA’s; government and opposition members; Cabinet Ministers; other professional organizations and the general public. Members were encouraged to be active in campaigning for licensure.

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50 Location: NSASW Binder in library – 1990, NSASW Library and Archives.

51 Location: NSASW File Box #4, NSASW Archives.

52 Location: NSASW Licensure Committee, File #700.9, 1989-90, NSASW Archives.



In May 1990 a sub-committee of the Licensure Committee had been established chaired by Dan O'Brien, RSW (left) to prepare an information package to assist with the "selling" of licensure to various constituencies. The plan recognized the different information requirements of various groups. For example, information materials were prepared for MLA's; a package for persons eligible for licensure but not currently registered; employers both government and private; other professional associations; and a general information handout for the public.

### **More tweaking of the draft:**

The Licensure Committee was also heavily involved in tweaking the draft legislation by the continual, thoughtful review of the details in each of the sections of the proposed draft<sup>53</sup>. In late 1990, the Committee raised several issues relating to the exemption clause, disciplinary proceedings, private practice and specialization, and duty to report violations.

Another issue that the Committee considered was the requirement of employers to automatically report incompetence or professional misconduct to the proposed Complaints Committee when a member had been subjected to "internal work related disciplinary sanctions". This suggestion was abandoned in light of wording already in the draft that stated "any person" could make a complaint, and although not mandatory, was a way to remind employers that there was a process for a complaint to be made by them.

There was discussion about the requirement for those wishing to engage in private practice to have the MSW degree as a minimum academic credential. This would mean that anyone with a BSW degree and practicing privately would not be able to continue with their practice under the new legislation. There was concern that this could potentially promote dissension among some members of the profession. This requirement would mean that a person with a BSW degree might be performing social work in their employment but would not be able to perform the same practice as a private practitioner, a situation that was considered to be unfair treatment. In addition, a person practicing privately in another province with a BSW degree would not be able to continue their livelihood if they wanted to come to Nova Scotia to continue with their private practice.

There was discussion about providing a "specialist" designation for private practitioners. This would have introduced a two-tier system for private practitioners. Some would be able to practice privately as a specialist but others could practice privately but not hold themselves out as a specialist. This approach was abandoned because it was concluded that there would have been some difficulty in explaining to the general public the difference between the two classes of private practitioner. It was decided, instead, to locate the requirements for private practice in the Association's By-laws, which would permit the membership to make any adjustments to private practice qualifications in the future.

The duty to report as a provision in the legislation was a specific request of the Licensure Committee. The legal counsel pointed out that other professions normally include the duty to report breaches of the code of ethics, incompetence or professional misconduct in a profession's code of conduct. However, the Association seemed to want to have this requirement enshrined in the legislation itself. As a result, a provision was included in the legislation to permit "any person" to make a complaint to the complaints committee.

The Council Minutes<sup>54</sup> of November 19, 1990 indicated that Freda Bradley, RSW was President of NSASW and Vicki Wood, RSW had been appointed Chair of the Licensure Committee after Dan O'Brien who stepped down because of his move to New Brunswick. It was agreed that the Chair should attend each Council meeting to report on progress of the work of the Licensure Committee. Ms. Wood reported to Council that

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53 Location: NSASW Licensure Box, Licensure File 1989-90, NSASW Archives.

54 Location: NSASW Binder in library – 1990, NSASW Archives

the draft legislation which the committee had been working on required some alterations such as: the need for disciplinary procedures; criteria for who can practice privately; grandparenting of persons in private practice; and the preparation of By-laws which needed to be consistent with the new draft legislation.

The Council Minutes of December 10, 1990 mentioned that the Board of Examiners was focusing on issues that would affect their responsibilities under the new Act. For example, the Board prepared a regulation for the Council's approval to deal with applicants with criminal convictions. Noted as regulation 13 it stated: "The Board may refuse to register, upon the investigation of the Board, an applicant who has been found guilty by the Board, which is, in the opinion of the Board, conduct unbecoming of a Registered Social Worker". At the end of 1990 the Board was receiving about 7 – 8 applications for registration per month.

In January 1991, notice was received from the Minister of Community Services, the Honourable Guy LeBlanc, that there was a good possibility that the amendments to the Social Workers' Act would be introduced in the 1991 spring session of the legislature<sup>55</sup>. This news prompted the Licensure Committee to begin their lobbying efforts in earnest. The Board of Examiners began a detailed review of the draft as to how it would impact on the function of the Board and what additional work that the legislation would require of the new Board such as additional activities, staff salaries, facilities needed, and estimating a budget to carry out the new requirements for regulation.

The amendments continued to be reviewed by the Licensure Committee and significant changes proposed that would clarify particular sections of the draft act. At the Council meeting<sup>56</sup> of February 11, 1991, the Licensure Committee proposed to have the word "licensure" appear in the title of the new Act. The Committee's legal counsel proposed wording in a January 29, 1991 draft that changed the title of the Act to: "Social Workers Licensure Act". Also, the question was raised for the Act to contain the term, "Licensed Social Worker" or "Registered Social Worker". Council decided to keep the "Registered Social Worker" designation. More strategies were mentioned for studying the mandate of the Board of Examiners, educating the membership, using the newsletter to disseminate information, regional steering committees to keep the membership involved, an information session at the AGM, etc.

The Association was also considering the potential legal problems that the Board of Examiners might be confronted with under the new licensure legislation. Because licensure is a restrictive form of regulation, refusal to license, or cancellation or suspension of a license could have very serious consequences for the practitioner, which could be career ending. The legal challenges were considered to be very different from the enforcement under voluntary registration. Therefore, there was curiosity about any legal challenges that other regulatory bodies had faced when a person's license to practice was taken away and how the courts have supported a regulatory body's decisions. Decisions of the Nova Scotia Supreme Court Appeal Division were reviewed which covered "natural justice" or "fairness" on such issues as: settlement agreements; pre-hearing disclosure; bias; constitution of the disciplinary panel; the charges; and the hearing. Decisions on these matters needed to be made carefully since there were costs involved either for the Board's legal defense or for court costs awarded to the complainant.

### **A review of tasks to be completed (1991):**

According to the minutes of a joint meeting of the Licensure Committee, the NSASW Executive and the Board of Examiners dated March 25, 1991, the joint meeting was held (as explained by the President, Gwen Fitzgerald) to enable "... Council to keep in close touch with the Implementation Committee and the Board of Examiners". It was obvious at that time that planning for licensure was well underway by several groups within the Association and coordination was needed. At the end of the meeting it was decided that the Licensure

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55 Location: NSASW Licensure Committee file # 700.10, 1991, NSASW Archives.

56 Location: NSASW Binder in library – 1990, NSASW Archives.

Committee established by Council would do the coordination work and be expanded to include the Chairs of all standing committees as well as a representative of the Executive and the Board of Examiners.

The Chair of the Licensure Committee, Vicki Wood, provided an outline of crucial tasks that needed to be accomplished which indicated the amount of work that needed to be done in order to implement the legislation:

Board of Examiners:

- Regulations to the Act
- Regulations for the Board of Examiners
- Examination of existing job descriptions in the province
- Complaints Committee manual
- Discipline procedures
- Procedure manuals

Licensure Committee:

- By-laws for the Association
- Composition of the Board of Examiners
- Legislation amendments

Membership Committee:

- Membership and recruitment
- Pro-active recruitment

Education Committee:

- Employee education
- Lobbying
- Understanding and development of due process
- Member's education

Standards of Practice Committee:

- Practice evaluation

In addition to the work that needed to be done, there was also discussion during the meeting on the need for funding and the Treasurer, Michael Marentette, reminded the joint meeting that the last AGM had approved an increase in membership fees in anticipation of the implementation of licensure. However, there was concern about what the expenditures of licensure would be. For example, the need for secretarial help, hiring a half-time Executive Director, more office space for the activities of the Board of Examiners, funds for disciplinary proceedings, lobbying and meeting with interest groups, etc. In addition, there was no indication at the time as to how many potential members would be expected to register under the new legislation. This was a serious unknown fact since the revenue from membership fees would be the only funds available to finance the registration, examinations, complaints and disciplinary processes of the Board of Examiners. These processes were in addition to the usual programs of the Association to promote the profession and provide membership services. The minutes of the Licensure Committee were beginning to indicate a discussion of the amount of funding that could be expected to operate the Board as well as continue the lobbying effort. The membership agreed to raise the annual membership fee to \$200.00 and also approved an application fee of \$75.00 to help with the administration of registering new applicants. Approval was also given to hiring a 1.5 equivalent secretarial position as well as a half time Executive Director, and a move of the Association office to larger space, which would accommodate two offices for separate Association and Board activities. This would be required to prevent the appearance of conflict in the Board's decision-making. Advice was also sought from other associations such as the New Brunswick and the British Columbia social work associations on their experiences with funding of their licensing efforts.

At this time in early 1991, news of the proposed licensure legislation was beginning to reach persons who were working in the social service and social welfare fields and inquiries were being received as to the availability of licensure under the grandparent clause of the proposed legislation for persons who did not have the required academic credentials.

### **The April 1991 draft:**

Another draft <sup>57</sup> dated April 11, 1991, continued the refinement of the proposed legislation in an attempt to make the legislation as fair as possible. The Licensure Committee was quite sensitive to the accusations that the Association would be a “closed shop” because of the apparent vested interests of the Association in being self-regulating. The Committee was also aware that there were a large number of persons working in the social welfare field that did not meet the academic qualifications for licensure under the proposed legislation and wanted to ensure that the grandparenting process for acceptance or rejection of applicants was fair and seen to be fair. For example, under discussion was the right of appeal for applicants whose application had been rejected by the Board of Examiners and appropriate wording was placed in the legislation, which was noted in the final version passed by the legislature two years later in 1993. The Committee was cautioned by the Association’s legal counsel that such a process, which included both oral or written submissions and for applicants to be represented by legal counsel, might be quite demanding financially and physically on the Board depending on how many rejections that the Board might be faced with. Actually this concern was realized when the Board had received 1,131 applications for registration by the end of March 1995 and 800 were requests to be processed for grandparenting <sup>58</sup>.

Other suggested changes in the April 11, 1991 draft included broadening the composition of the Board of Examiners to recognize the diversity of practice within the profession as well as the racial, ethnic and geographical realities in the province. As a result, these changes were included in the composition of the Board and found in the final legislation passed by the NS Legislature in 1993.

Another request directed to the Association’s legal counsel was to include a reference to the Code of Ethics in the determinations of the Discipline Committee. This was done and later this provision was found in the final document passed by the NS Legislature. Also, in order to make sure that there was a legal link between the Council and the Board of Examiners, the Licensure Committee was determined to ensure that the Chair of the Board of Examiners was a member of the Council, which was included in the 1993 legislation.

### **Lobbying the membership:**

A Special Meeting <sup>59</sup> of the membership on June 3, 1991 was held at the Maritime School of Social Work to provide information and to continue open dialogue with the membership concerning the proposed licensure legislation. Minutes of the meeting prepared by Marilyn Peers, a member of the Licensure Committee, indicated that there were 67 members in attendance and a panel presentation by Cameron MacDougall, Freda Bradley, Past President, and Vicki Wood, Chair of the Licensure Committee. Gwen Fitzgerald, President of NSASW, chaired the meeting. A renewed commitment to continue lobbying for licensure was made. Members of the Licensure Committee also attended similar regional meetings in Sydney, Antigonish, Amherst, Yarmouth, and New Glasgow. In addition, politicians were lobbied to support the legislation in order to achieve the goal of licensure.

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57 Proposed Social Workers Act (Draft), April 11, 1991. Location: Council Manual including other documents donated by Wendy Trull, Second Vice President, NSASW for the years 1991, 1992, 1993 found in the NSASW Library.

58 Grandparenting Application Up-date Report as of March 11, 1996”, a report by the Chair of the Board of Examiners to the Council attached to the minutes of the NSASW Council meeting of March 11, 1996. Located in NSASW Library in the Blue Binder labeled “Council Minutes, 1995, 1996”.

59 NSASW Membership Meeting, Minutes of June 3, 1991. Location: Box #4, NSASW Archives.



A report, titled: “Licensing – Historical Perspective”<sup>60</sup> prepared by Cameron MacDougall, RSW (left) for the June 3, 1991 meeting set out the historical background and options available to members. A summary of his research is provided below:

*Mr. MacDougall, was intimately involved with the NSASW from its beginning as well as the Board of the CASW. He served as President of NSASW and other Executive and committee positions as well as the NSASW representative to the CASW Board of Directors for many years. He was therefore well qualified to trace the time line of the work done nationally by CASW from the first national committee to study employment and personnel practices in British Columbia in 1943. His research pointed out that for over 50 years the profession had accepted licensing as a goal of the profession but it had become a very long-term goal. Early committees favoured licensing and later ones registration. Records show that there were registration and licensing committees of the CASW from 1943 up to 1954. Finally, a 1968 report, stated: “It is assumed also that the method of ‘licensing’ has been and continues to be accepted by CASW as a desirable and appropriate device for more effective control of practice”<sup>61</sup>.*

*The formation of provincial associations was recognized as the first step toward licensure. The first professional social work association was formed by Quebec in 1960 with the NSASW organizing next in 1963 both were voluntary organizations at the time. At the time of the Special Meeting (1991), it was reported that there were 10 provincial associations in the country. Most, including Nova Scotia had a form of voluntary registration. Alberta and Newfoundland were promoting mandatory registration and Prince Edward Island and New Brunswick both had recently acquired licensure.*

*By 1963 social workers could join NSASW with a Mainland Branch and Cape Breton Branch or as a member of CASW until 1974. After 1974 social workers could only join NSASW, the result of the CASW restructuring to a federation. The 1960’s were dominated with the discussion of open or closed membership and options for including the large group of social service workers who were unable to join NSASW due to the organizations By-laws. The social service workers attempted to organize themselves and a private member’s Bill, the Social Service Workers Act, was introduced in the Legislature in 1976 but failed to pass.*

*At the 1974 AGM licensure was approved as the most desirable direction for the Association to pursue. Concern was raised in 1977 when the Nova Scotia Health Council proposed a Health Licensure Act to regulate all professionals in the Health Care system in the province, a move that would have seriously fragmented the social work profession. However the government did not move the proposal forward. The 1980’s were preoccupied with finding the best model of regulation for NSASW. In the mid eighties interest was shown in mandatory registration but by 1989 those attending the AGM changed direction towards licensure and at a special meeting in October 1989 members approved amendments to the 1963 Act that would convert the legislation to licensure and forwarded them to the Minister of Community Services for consideration.*

The beginning of the 1990’s saw a concerted effort to convince the membership to support the change in legislation. One of the methods of persuasion was to use the Association’s newsletter, CONNECTION to keep the membership informed of the progress and to clarify the main elements of the proposed new legislation. The

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60 Rather than produce the full 11 page report we elected to provide a summary to recap the major milestones on the road to licensure as recorded by Cameron MacDougall who had been closely involved with the process at both the national and the provincial levels.

61 MacKenzie, Bruce and Iverson, Brian J., “Preparation of Guidelines for the Use of Associations of Social Workers in Respect to Licensing, Registration and Control of Practice”, January, 1968

1991 Spring Issue<sup>62</sup> was one of the attempts to focus attention on the proposed licensure legislation. Articles were written by the Chair of the Public Regulations Committee; the President of the NSASW; and the Chair of the Board of Examiners. One such article was entitled: "Preparing for Practice" by Vicki Wood, RSW, who was Chair of the Public Regulation Committee. In that article Ms. Wood informed the membership that Nova Scotia was the only Maritime province without licensure. The PEI Association and the New Brunswick Association both had Licensure, and Newfoundland and Labrador was about to achieve mandatory registration. The situation across the country was quite different. Most provinces had varying forms of voluntary registration but by the 1990's were inclined to think that a stronger form of regulation was more appropriate to protect the public and promote the profession. At the time, British Columbia, Saskatchewan, Manitoba and Quebec had a form of voluntary registration, while Alberta had mandatory registration and Newfoundland and Labrador was anticipating mandatory registration from its legislature soon. Only PEI and New Brunswick had obtained licensure that set the stage for Nova Scotia to be the next maritime province to achieve licensure.



In the same issue of CONNECTION, the President of NSASW, Freda Bradley, RSW (left) provided an account of the growth of the profession entitled: "Social Work in Nova Scotia: Our Roots and Our Growth". Ms. Bradley traced the development of social work from the Elizabethan Poor laws of 1763; the founding of the CASW in 1926 to which a number of Nova Scotian social workers joined by way of the Nova Scotia Branch organized in 1944; the founding of the Maritime School of Social Work in 1941; the incorporation of the NSASW in 1963; and the introduction of the Social Assistance Act in 1966. After describing some of the deficiencies of the current Act Ms. Bradley went on to point out the improvements that the proposed licensure legislation would bring. Similarly, the Chair of the

Board of Examiners at the time, Harold Beals, RSW, pointed out in his article how the proposed legislation would require increased resources by increasing the responsibility of the Board's work in the area of approving new applicants, receiving complaints of incompetence and misconduct, and disciplining members. New procedures were needed for these enhanced functions that would require employing staff and increased office space to handle the workload. It was pointed out that the membership at the time was about 500 estimated to be about one half of eligible social workers in the province and who would require registration and to join the Association once the proposed legislation was enacted.

The discussions of the Licensure Steering Committee between June and November 1991 focused on effective lobbying for social work licensure and indicate that the planning for licensure was well under way. Progress was being made by the Education Committee, Licensure Committee, Public Relations Committee, and the Board of Examiners which were working on projects such as: identifying people doing social work across the province who were not members of the Association; gathering job descriptions to assist the Board of Examiners to determine who was practicing social work according to the definition in the proposed Act; training sessions on the process of lobbying; identifying individuals and groups to be lobbied as well as individuals prepared to do the lobbying; and continuing to work on the proposed legislation; meeting with regional members; developing complaints/discipline procedures; and meeting with government departments and political parties.

In addition to the regular social work organizations, many other organizations were identified to approach for support of the regulatory legislation such as: N.S. Association of Health Professions; N.S. Nursing Assistants Association; N.S. Family and Child Welfare Association; N.S. Government Employees Association; N.S. Liberal Association; N.S. Nurses Union; Association of Black Social Workers; N.S. Teachers Union; Association of Municipal Administrators; Association of Psychologists; N.S. Barristers Association. Progressive Conservative Association; New Democratic Party Association; N.S. Department of Education; and a complete list of members of the Legislative Assembly with addresses and phone numbers was prepared to assist with the

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62 CONNECTION, Volume 3, Number 4, February – March 1991, Nova Scotia Association of Social Workers.

lobbying efforts.

There was extensive correspondence and meetings with the Association of Psychologists of Nova Scotia that made suggestions for specific wording in the proposed legislation to clarify the differences between the scopes of practice of the two professions. Also the legislative process experienced by the psychologists and the implementation of their candidacy program which was eventually included in the social work legislation.

The Licensure Steering Committee minutes of August 29, 1991 listed 20 members of the Steering Committee as: Vicky Wood; Harold Beals; Gayle Cromwell; Gwen Fitzgerald; Freda Bradley; Jackie Pace; Anna Deveaux; Judy Jackson; Alicia Nolan; Janis Aitken; Lorraine Aucoin; Susan Bennett; Marilyn Peers; Mary Clare Bauld; Bruce Hicks; Robert Myles; Alice Cochrane; Bev Dubinsky; Janis Flinn-Nourry; and Greg Johnson.

### **Early work of the Board of Examiners:** <sup>63</sup>

A copy of the minutes of the Board of Examiners of April 16, 1991, indicated that the following were members of the Board: Harold Beals (Chair); Annette Strugg; Edith Mingo; Linda Smith; Debra Burris; Patricia Sinclair-Faulkner; Jean Duplisea; Judge Corinne Sparks; and Dachia Joudrey (Secretary).

The minutes document the thinking of the Board of Examiners in anticipation of the functioning of the Board after the new legislation was in place. Although it would be two years before the legislation would be implemented, the Board began to realize that it should begin to think about the impact on the new Board and what would be required to get ready for implementation. For example: Reorganization of the Board to accommodate the addition of an Admissions Committee, Complaints Committee and a Discipline Committee, all operated by volunteers from within the Board members. Under the current Social Workers Act, discipline matters were the responsibility of the Standards of Practice Committee of the Association. The suggestion was made early on that the Board of Examiners would need the assistance of paid staff to assist with the anticipated workload.

Another concern discussed by the Board was the need for the new Board to function autonomously and at “arms length” from the Association when making decisions pertaining to licensure. Judge Corinne Sparks, the government appointment to the Board at the time stated: “...if the Board is making decisions that can be appealed by the Supreme Court, then the Board should have separate staff and bookkeeping procedures”<sup>64</sup>. This conclusion launched a discussion as to how the Association could support the activities of the Board. Would this mean providing a separate work space and staff in order to have an independent body that would require provision in the Association’s budget? Everyone was conscious of the potential cost of implementing the new Board’s activities and discussions took place as to how to accommodate the costs that were expected. A compromise was reached that the activities of both Board and Association would share the same office space during the first year and steps would be taken to ensure confidentiality but that eventually the Board would need separate staff and office space as soon as funds could be made available.

The Association was beginning to realize that attaining licensure brought with it financial resources, human resources, and policy development which would need to be directed to the new Board both prior to implementation as well as after implementation of the proposed legislation. The Board realized that there was already an increase in applications and there would likely be a rush in applications just prior to implementation. In addition, the number of complaints would likely increase as well as disciplinary proceedings once the public realized that there was a process for hearing their complaints leveled at a social worker. The Council tried to address the concerns by providing assurances that the budgetary requirements would be addressed, in light of

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63 Location: NSASW Library, Binder Documents for 1991, 1992, 1993, donated by Wendy Keen, 2<sup>nd</sup> Vice-President and member of the Licensure Committee, NSASW Archives

64 Minutes of the Board of Examiners, located in Wendy Keen’s binder in the NSASW Library, April 16, 1991.

the difficulty of anticipating accurate numbers of applications and the quantity of the Board's workload.

The Council minutes of November 18, 1991 indicated that the Council was receiving regular reports from Vicki Wood, Chair of the Licensure Committee, concerning the application of the new legislation and refining specific clauses so that they could be operational. This meant that regulations had to be designed to ensure that the new clauses would reflect what the Association wanted. For example, the clause permitting grandparenting required that the person "practice social work in Nova Scotia" and "are of good character". The concern to the Council seemed to be that there was a possibility that a person could request to be grandparented and licensed even if they had been working in social work for a few months. This did not seem fair to others who had been working in social work for several years and therefore had accumulated experience. A decision was made to tighten up the grandparenting clause by requiring the person to have worked in social work for at least two years before they could be licensed under the grandparented clause.

By December a report to the Council meeting of December 9, 1991 by the Licensure Committee indicated that all changes to the proposed Act were completed except the grandparenting clause. After discussion, the decision was that the clause could stand as is and that getting the Act passed in the Legislature was more important than more protracted debate. The Board of Examiners was to begin looking at registration, complaints and discipline procedures under the new Act beginning in 1992.

At the January 13, 1992 Council meeting<sup>65</sup>, Vicki Wood, Chair of the Licensure Committee gave a summary to the Council members that spelled out the present position and accomplishments of the work of the Committee that was quite impressive. For example; The Executive and the Chair of the Licensure Committee had a meeting scheduled with the Deputy Minister of Community Services; the caucuses of all three political parties and the Union of Nova Scotia Municipalities had been written to requesting a meeting; a meeting with representatives of NBASW and PEIASW had been arranged to discuss the implications for maritime union; the Licensure Committee members had completed the province wide educational meetings with members; the draft Act had been completed and was to be printed and sent out to Council members, Regional Reps and others who needed to review it.

### **Committee-of-the-whole:**

On January 31, 1992 the Executive held a planning meeting at which Vicki Wood, Chair of the Licensure Committee, was present who provided an up-date on the progress being made by her committee. She mentioned that there was a need to organize working sub committees to handle specific tasks. For the first time, Ms. Wood suggested that she would like to use the Council as "Committee-of-the-Whole" to compliment the energies of the Licensure Committee. This was the first indication that the organization as a whole was now intimately working toward licensure and was a measure of the total commitment to see the successful conclusion to the work of past years.

On February 10, 1992 Vicki Wood reported to Council that a meeting had been held with the Deputy Minister of Community Services on January 16<sup>th</sup> and that a decision was made to form a working group with the Department consisting of: Vicki Wood, Gwen Fitzgerald, Joe Mackinnon, and Martha Crowe. Vicki requested that there should be some senior members of NSASW on that committee as well. She also mentioned that the Deputy Minister indicated that there was uncertainty about when the proposed legislation would be introduced in the Legislature but it could be in the fall session of 1992.

The Licensure Committee also met with the NDP caucus on January 21<sup>st</sup> and got some helpful suggestions for lobbying such as person-to-person lobbying and also developing some case studies relating to the need for public protection. The NDP were concerned about the need for more public representation on the Board and

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65 Location: NSASW Library, Binder of NSASW Council Minutes – 1992,1993,1994, NSASW Archives

suggested that the composition should be 50% social workers and 50% public.

Ms. Wood mentioned that the regional reps should form a delegation to approach selected leaders in their own regions to lobby such as: MLA's, clergy, Municipal, relevant professionals. She mentioned that it was important not to slow down the process toward licensing and attempts should be made to develop relationships with a media representative and brief him/her about the Act.

Mr. Ron Stockton, a lawyer who had worked on the early stages of the development of the draft legislation, was invited to the Council meeting on March 9, 1992 to review the Association's current By-laws relating to private practice in light of the proposed legislation. Mr. Stockton pointed out the need to have the By-laws and regulations consistent with the new legislation. He pointed specifically to wording in the By-laws specifying the criteria of an MSW degree or, "equivalent", as a criteria for private practice which was not defined; the need for the Council to be specific about what the criteria should be and not to restrict the criteria in a way that would interfere with Charter of Rights and Freedoms - the right to make a living. The Association needed to be clearer on the difference between the words, "private practice" and "independent practice". Mr. Stockton recommended that the Council set up a private practice committee to assist new practitioners to set up their practice.

Gwen Fitzgerald, President, reported that the Executive and Mary Clare Bauld of the Licensure Committee met with Mr. Roland Thornhill, Minister of Community Services, on April 7, 1992 who indicated that the proposed Act could be introduced in the fall session of the Legislature. The Minister made the suggestion that the Policy Board should be lobbied also.

At the Council meeting on May 11, 1992 Vicki Wood resigned as Chair of the Licensure Committee and Mary Clare Bauld and Gayle Cromwell succeeded her as Co-chairs. Several issues were discussed at this meeting such as: space for the Board of Examiners activities under the new legislation; the problem with a member's status who leaves the province to practice elsewhere; that the Board of Examiners increase its lay representation from one to three; the need for the Board to have the discretion to register persons who do not meet the academic credentials or grandparenting criteria (specifically for persons who would likely come to Nova Scotia from a province or territory where there was no professional association). A suggestion was made to set up an amendments task force to keep track of all the changes being suggested to the By-laws.



The minutes of the 29<sup>th</sup> AGM of the NSASW held on May 21, 1992 with Gwen Fitzgerald, RSW (left) as President noted the progress of lobbying government; the continuing revisions to the draft Act and the results of a workshop held on lobbying.

The minutes from Council meetings held on June 8<sup>th</sup>, September 14<sup>th</sup>, and October 19<sup>th</sup> 1992 with Gwen Fitzgerald presiding discussed several options for new office space; plans for the position of Executive Director for the Association; the plans by the Licensure Committee for a special meeting in Truro for October 26, 1992 to acknowledge and pay tribute to the work of all those who had worked on the

licensure effort.

The Board of Examiners was being reorganized with Cheryl Downton as Chair, Jean Duplisea as Vice Chair, and Linda Smith as Secretary. The rush to become registered was being realized. The Board approved 146 new members during 1992 compared to 99 in 1991, 94 in 1990 and 74 in 1989. In preparation for licensure, Patricia Pitt, a member of the Association, was hired part-time to help organize the work of the Board and was instrumental in providing the necessary administrative assistance to the Board at that time. The Board was initially slow to realize the work before it. Mention was made that there was difficulty in reaching a quorum of Board members in order to hold meetings and as a result applications were being delayed for approval.

At the October 19<sup>th</sup> Council meeting Jean Duplisea reported for the Board and mentioned that the backlog of applications had been cleaned up. A request was made for the Board to have a liaison person to serve as a link between the Board of Examiners and the Standards of Practice Committee and suggested that both groups were recommending Patricia Pitt to be the person.

At the November 19<sup>th</sup> Council meeting the President, Gwen Fitzgerald, reported that a lease had been signed for new office space at 43 King St., in Dartmouth with separate office space for the Board. Appreciation was expressed to the Director of the Dalhousie School of Social Work for the use of their space free of charge over several years.

Ms. Fitzgerald further reported that she and Mary Clare Bauld, Co-chair of the Licensure Committee, met with the Minister of Community Services on October 21<sup>st</sup> and Dr. Trish Ripley, Deputy Minister was present also.

There was some discussion that the Licensure Committee had completed its mandate and suggested that an ad hoc committee be formed to ensure that licensure is introduced and that the lobbying effort be continued. There was also a suggestion to hire a person to do the lobbying effort and also for the Executive to be involved as well.

By the December 17<sup>th</sup> Council meeting Wendy Trull, RSW, member of the Licensure Committee, reported that a new committee was being set up consisting of some members of the Licensure Committee, Executive and other interested social workers to look at lobbying strategies. Lobbying had already started in some regions and all regions were encouraged to lobby the leaders in their regions.

### **1992 Lobbying Strategy:** <sup>66</sup>

A major event planned by the Licensure Steering Committee was a lobbying seminar that finally took place on January 11, 1992 after much planning during the summer and fall of 1991. Its purpose was to plan for effective lobbying for social work licensure. The main presenter was Dr. Paul Pross, Professor of Public Administration at Dalhousie University who provided an overview of the lobbying process. Other presenters at the seminar were: Professor William Charles, Dalhousie Law School focusing on procedures of the government's Law Amendments Committee; and Michael Cobden, Professor of Journalism, focusing on effective media coverage. This was followed by a strategy session, facilitated by Gwen Fitzgerald and Professor Pross, to explore lobbying tactics that could be used to ensure that the proposed social work legislation was passed in the Nova Scotia House of Assembly.

Judy Jackson, RSW, prepared a detailed report on the outcome of the lobbying seminar that summarized the points covered by the presenters. It was obvious that the Association was very serious about learning the strategies of effective lobbying at this stage and was absolutely determined to make sure that the proposed legislation would pass in the House of Assembly. It had taken many years to get to this point and the Licensure Committee on behalf of the Association volunteered many hours of their time to make sure that the outcome of their efforts was successful. The mandate given to the Licensure Committee by the membership in 1989 was to achieve Licensure for the Association. That expectation was about one and a half years away, which meant that all attention was focused on the government. There would be about four legislative sessions at which a government Bill could theoretically be considered. The Association was convinced that the legislation would pass at one of those sessions and those involved were determined to do everything they could to make sure that the legislation passed.

According to the summary of the lobbying seminar prepared by Judy Jackson, the presentation of Dr Paul Pross of Dalhousie University prepared the members as what to expect from the passage of the draft legislation (the

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66 Notes of the Licensure Steering Committee located in the NSASW Licensure Box, Licensure file 1992

Bill) through the legislative process in the House of Assembly such as: 1<sup>st</sup> Reading; 2<sup>nd</sup> Reading; referral to the Law Amendments Committee; 3<sup>rd</sup> Reading and eventually proclamation. Both Dr. Pross and also Professor William Charles of the Dalhousie Law School examined these processes in detail. Another presentation by Michael Cobden, Professor of Journalism focused on how to attract the media to support the legislation and the message we want to convey to the public.

The seminar also provided useful tips for preparing briefing notes for the use of the Minister during 2<sup>nd</sup> Reading of the Bill and a format for preparing background papers and briefs which was useful during the preparation of the association's brief to the Law Amendments Committee several months later after 2<sup>nd</sup> Reading of the Bill.

Immediately after the seminar, the President of the Association, Gwen Fitzgerald, sent copies of the latest draft of the legislation and covering letters to the Liberal and Progressive Conservative caucuses as well as the Union of Nova Scotia Municipalities, and the Minister of Community Services, Roland Thornhill, offering to meet with them to discuss the proposed legislation.

### **Grandparenting:** <sup>67</sup>

During the early months of 1992 there were still more refinements of the proposed legislation being made. A controversial issue was the grandparenting of persons who were working in the social welfare/social work field who did not possess a social work degree, which was the minimum requirement for registration under the proposed new legislation. A legal opinion dated February 11, 1992 from Mr. Rory Rogers, of Stewart McKelvey Stirling Scales, requested by Vicki Wood, Chair of the Licensure Steering Committee, was indicative of the kind of discussion that was taking place in the Committee and the Council of the Association.

Two concerns about grandparenting were raised because it was known that a large number of persons were employed in social work positions but did not have the intended qualifications: (a) the Board of Examiners might be flooded by persons working in the province who did not possess the social work degree; and (b) how to treat social workers from outside the province or from other countries who also did not have the required professional qualifications but who wished to practice social work in Nova Scotia. The relevant clause (section 7) was found in earlier versions of the April 11, 1991 draft that read:

*“The Board has the discretion to register any person who does not qualify under section 5 (required a social work degree) or section 6 (practice social work but does not have a social work degree) if that person is of good character and possesses sufficient experience and education which will ensure the protection of clients and the maintenance of appropriate professional standards”.*<sup>68</sup>

The reason section 7 was included in the proposed legislation was due to the realization that certain qualified social workers might be excluded from registration in Nova Scotia. The concern was that persons practicing in Nova Scotia who did not have a social work degree and who missed the one-year deadline to become registered under section 6 (grandparenting) might try to apply under section 7. It would open the door for any one at any time to apply for registration, which was not the intent of grandparenting persons under the legislation. Yet it was realized that social workers were mobile and there needed to be a way for the Board of Examiners to register persons from outside the province or outside the country who wished to practice in Nova Scotia. Wording was proposed that would correct the problem by adding the phrase: “The Board has the discretion to register any person *who practices social work outside Nova Scotia*....” This change would reserve section 7 only for persons practicing social work outside the province who wished to come and practice in this province.

However, section 7 was not included in the final version of the Act that was eventually passed in the

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67 Ibid

68 Ibid

legislature. This meant that there was no provision for the registration of social workers from outside the country. Furthermore, provinces had differing registration requirements, which meant that some social workers registered in some provinces were not eligible for registration in Nova Scotia. This fact came to light in 2001 when the federal government directed all trades and professions to develop and sign provincial mutual recognition agreements permitting workers who were registered or licensed in one province to be eligible for registration or licensing in any other province. The federal government was aware of the differing criteria for licensing/registration and was looking for ways to permit more opportunities for labour mobility within the country.

With respect to the social work credentials from other countries, the Board tried to overcome this gap in the legislation by approving a policy to accept the credentials of foreign social workers if the national association (CASW) first approved their credentials. The CASW had a process for assessing credentials to determine if they were equivalent to North American degrees. Once the foreign credentials were approved by CASW, the Board of Examiners could proceed with the application process.

### **Government Appointments to the Board of Examiners:**

There was also discussion about the need for representation by laypersons on the Board of Examiners. A Legal opinion was requested on this matter and the opinion was that the lay membership on the Board should be broadened. The April 1991 draft specified a ten member Board composed of nine social workers and a tenth to be a layperson appointed by government. There was a mandatory requirement that the ninth social worker must be teaching at an approved school of social work. A letter to the Director of the Dalhousie School of Social Work and her reply dated February 20, 1992, indicated that the school would find it difficult to provide deployment time to a faculty member to devote the time required to carry out the expected Board tasks. The Director suggested that the requirement not be mandatory but rather permissive allowing some flexibility in the appointment. In the end however, the legislation included a representative from an approved school of social work as a mandatory requirement.

Further questions were raised about the low number of government appointments to the Board of Examiners. Since the question had been raised and the current draft included only one layperson to be appointed by the government, legal advice suggested that the Association should think about broadening the involvement of laypersons on the Board. As a result, the final legislation included an extra two laypersons appointed by government increasing the composition of the Board to a total of twelve.

### **The final push to convince Government:**

By 1992, spanning twenty years of work on regulation of social work, members could see the light at the end of the tunnel. The work on the draft legislation had been completed and efforts switched to gain support from government by organizing members in all the regions of the province to enlist the support of politicians and other organizations. The Public Regulations Committee members teamed up to meet with regional members in Sydney, Antigonish, Amherst, Yarmouth, and New Glasgow to promote the new legislation. In October 1992 the passage of the proposed legislation was so apparent that the Association organized a meeting in Truro to thank all members for their contributions toward the project. At that meeting, there was a renewed commitment by the membership to continue lobbying for the proposed legislation. The regional members of the Association were asked to approach their local MLA's to seek support for the licensing legislation. By the end of the year prominent MLA's Roland Thornhill, John Leefe, Joel Matheson, David Nantes, Roger Bacon, Dr. Jim Smith, and Al Mosher all expressed support.

In addition to the many meetings that were scheduled among the membership, another important meeting was arranged between representatives of the three Maritime social work associations (PEIASW, NBASW,

and NSASW) in March 1992 to discuss the proposed Nova Scotia legislation and to consider how it would affect employment mobility between the three provinces. This meeting was arranged in response to a request by the government Policy Board for the province who appeared to have an interest in the proposed legislation as to how it would affect economic cooperation between the Maritime Provinces. The Policy Board needed confirmation that an “action plan” had been worked out to ensure employment mobility between the provinces. As a result of this request, the President of NSASW, Ms. Gwen Fitzgerald, RSW, arranged the meeting of representatives of the three provinces and, in follow-up correspondence to the Policy Board, stated the following points to promote the new legislation and support mobility between the three provinces: (a) there is continuity in professional social work education programs between the three universities of Dalhousie University in Halifax, St Thomas University in Fredericton, and University of Moncton (which provided French language education); (b) each province had its own legislation but of the three only Nova Scotia did not have the ability to adequately regulate the practice of social work; (c) all three associations have registration boards with Ministerial appointments; (d) all three provinces have the same professional educational requirements to be eligible for registration; (e) each province has some form of examination for new applicants; (f) New Brunswick and Nova Scotia both have a transferability clause in their legislations allowing social workers to transfer their registrations from one province to the other; and (g) New Brunswick and the proposed Nova Scotia legislation have a similar complaints and disciplinary process.

Support was received on December 14, 1992 from the New Brunswick Association of Social Workers in a letter from their President, James E. Morton, RSW, who encouraged the Honourable Thomas J. McInnis, Chairman of the Policy Board for Nova Scotia to support the draft licensure legislation which had been presented to the Minister of Community Services two years earlier in 1990. A letter of support was also requested from Donna Bruce, President of the Prince Edward Island Association of Social Workers (PEIASW), asking for a letter of support to be written to the Chairman of the Policy Board. The Association was very anxious to have the legislation presented in the legislature as soon as possible.

### **Lobbying of Government Representatives:**

Early in 1993, a meeting was arranged with the Liberal caucus (which was in opposition at that time) to explain the proposed legislation and gain their support when it was finally presented in the Legislature. Also, a meeting was held with the late Honourable Terrance Donahoe who provided his support for the new legislation. The Honourable Roland Thornhill, Minister of Community Services promised to introduce the legislation during the spring sitting of the Legislature that year.

A Licensure Committee up-date<sup>69</sup> to a Council meeting on February 8, 1993 by Mary Clare Bauld, Committee Co-chair, showed that lobbying efforts were well underway. Ms. Bauld mentioned that a reception was held at the Dartmouth Holiday Inn for the visiting President and Executive Director of CASW and attended by MLA's Roland Thornhill, Dr. Jim Smith, Sandy Jolly, and Dr. John Savage. It was at this reception that Dr. Savage asked the Association to make a presentation on licensure to the Liberal Caucus. Also, a reception was being planned for Cape Breton members and MLA's, and lobbying efforts in the metro area was increasing. A list of local MLA's had been drawn up and letters sent to them asking for their support of the proposed legislation. Support had been received from Joel Matheson, MLA, David Nantes, MLA and Terry Donahue, MLA to that date.

Other regions reported meetings with local MLA's to discuss the licensure legislation such as Alice Middleton, RSW of the South Shore Region who met with John Leefe, MLA and Bill Middleton, RSW who met with Al Mosher, MLA. Both meetings resulted in a high probability that they would support the Bill when it was introduced in the legislature.

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69 Location: NSASW Licensure Box, Licensure file 1993, NSASW Archives

During the first part of 1993, several letters were written to MLA's and others asking for their support of the legislation such as: Derek Kimball, MLA; John Savage, MLA, Leader of the Opposition; George Moody, MLA; W. Richard Hubbard, MLA; and Greg Blanchard, President of the Nova Scotia Government Employees Union (NSGEU).

In a memo to the Honourable Donald Cameron, Premier of Nova Scotia dated April 20, 1993, Gwen Fitzgerald, RSW, President of NSASW, attempted to keep the Premier up-to-date on the measures that the Association had taken to gain support of the new legislation. In the same memo, Ms. Fitzgerald mentioned that members of the Association had met with all three political parties and had been in contact with many members of the Legislature including the Department of Community Services and the Department of Health as well as other groups such as: the Municipal Social Services Association; Nova Scotia Government Employees Union; the Union of Nova Scotia Municipalities; and the Leader of the Opposition. All had given their strong support.

It was at this point that word came that an election was called for May 1993 and Ms. Fitzgerald mentioned that Mr. Roland Thornhill, who was Minister of Community Services, had resigned from government but he gave assurances that he supported the proposed legislation and that his government would try to introduce the legislation during the fall session of the House of Assembly. She mentioned the Honourable Thomas McInnis would be the member of government who would introduce the Bill.

To continue the Association's mass lobbying efforts, the Licensure Committee had prepared a letter, dated May 3, 1993, to go to all MLA's and candidates in the pending provincial election. The letter asked for the recipients to lend their support to the proposed legislation and included a mail back card for the recipient to indicate his or her support with a place for their signature. The form could either be mailed or faxed back to the Association to confirm their support. In a report dated May 20, 1993 prepared by the Administrative Secretary, Ms. Dachia Joudrey, for the NSASW President, Ms. Gwen Fitzgerald, 25 replies were returned to that date and just under 100% indicated that they would support the legislation. Another 8 responses after May 20<sup>th</sup> were noted on the file all giving positive support for the legislation.

### **A change in Government:**

The 56<sup>th</sup> General Assembly of the Nova Scotia House of Assembly saw a change in government from the Conservative to the Liberal party. As of May 30, 1993, the Premier was now the Honourable John Savage; the Leader of the Opposition was the Honourable Terry Donahoe; and the Leader of the NDP was the Honourable Alexa McDonough.

A letter to Premier Elect, Dr. John Savage, was sent from Jackie Pace, the new President of NSASW dated June 8, 1993 congratulating him on forming a new government and asking him and his party to continue to support the Association in its efforts to have the proposed legislation introduced in the legislature.

It must have been discouraging for the Association to realize that the election of 1993 might interfere with the momentum of the efforts to secure licensure. However, to the credit of the Licensure Committee and the volunteers who had worked so hard to lobby all MLA's government departments, community groups and other professional associations, the change of government did not have much effect since all parties had been lobbied as well as MLA's most of whom had given their support to the proposed legislation. In actual fact, the election call could be seen as an opportunity to approach candidates who were vying for re-election or campaigning for a seat in the legislature.

By the summer of 1993 a response was received from the Minister of Community Services, Dr. Jim Smith, suggesting several changes to the proposed legislation that would be favourable to the government before it was introduced to the House of Assembly. One area was the need for information from the Association of what

effect the new legislation would have on salaries. Another was the suggestion that some provision needs to be put in the legislation to require social workers to take part in professional development activities to ensure that their knowledge and skills are current. The legislation also should demonstrate transparent and objective treatment of complaints and discipline of its members as well as a need to have laypersons on the discipline committee.

### **Association's Brief to the Law Amendments Committee:**

Since the Department of Community Services took the lead on getting the proposed legislation ready for 1<sup>st</sup> Reading in the legislature, the Association was confident that the legislation would be successfully passed during the fall session. Nevertheless, another hurdle to be overcome was the hearings to be held by the Law Amendments Committee. Therefore, the Licensure Committee made sure that it knew the names of the members of the Law Amendments Committee and prepared a carefully drafted brief in support of the proposed legislation known as Bill-77.

A memo <sup>70</sup> to the Licensure Committee from former committee member Marilyn Peers dated October 12, 1993 referred to the Association's pending submission to the Law Amendments Committee. A number of points were raised for the Licensure Committee to consider when preparing the submission. As a strategy, the Committee needed to consider making their presentation available to the Minister prior to making his presentation on second reading of the Bill; prepare a list of groups that the Association had met with to discuss the proposed licensure legislation; document the extent to which the membership had endorsed the proposed licensure legislation; ensure that a written request to attend the Law Amendments Committee to make a presentation was made; consider adequate media coverage; and as an important consideration, to ensure that members of the public be given an opportunity to speak as to the need for more stringent regulation of social work. All these strategies were considered as the Licensure Committee prepared its presentation.

Members of the Licensure Committee at the time were: Mary Clare Bauld (Chair); Wendy Trull; Veronica Marsman; Gwen Fitzgerald; Vicki Wood; Bruce Hicks; Susan Bennett; and Jackie Pace (NSASW President).

A list of the members of the Standing Committee on Law Amendments of the 56<sup>th</sup> General Assembly was located on November 16, 1993 and consisted of: Honourable William Gillis (Chairman); Honourable Guy Brown; Russell MacKinnon; Francene Cosman; Bruce Holland; William MacDonald; Ronald Russell; Donald McInnes; and John Holm.

### **Second Reading of Bill-77 on November 18, 1993:**

The Association was provided with a copy of Hansard<sup>71</sup> that documented the debate of Bill-77 on Second Reading on November 18, 1993.

The Honourable James Smith, Minister of Community Services, presented the opening remarks on Bill-77, An Act to Regulate the Social Workers Act. Dr. Smith's remarks were very complementary to the Association in bringing forward the legislation. In his comments he said: "*We have asked social workers to do a job for the responsibilities of governments, society and our communities. This current Bill will at least give them the professional recognition and responsibilities to tackle that job*"<sup>72</sup>. Dr. Smith went on to say that society has become callous about politicians, lawyers, physicians, and other professions which puts the onus on the

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70 Location: NSASW Licensure Box – simply labeled "Licensure Committee", NSASW Archives. ( a copy of the actual brief was located in the file)

71 Assembly Debates, Nova Scotia House of Assembly, Public Bills for Second Reading, Bill-77, Social Workers Act, November 18, 1993, pp 2667 – 2683. Location: NSASW Licensure Box, Licensure Committee 1993

72 Ibid., pp 2667 – 2683.

professions to discipline themselves and that is what the Bill-77 does for social workers. He mentioned that the Nova Scotia Association of Social Workers has worked hard at preparing for appropriate legislation which allows them to be more self-governing and accountable. He spoke highly of the work that social workers do in their communities throughout the province. Dr. Smith pointed out that Bill-77 was the “...government’s expression of its confidence in the Nova Scotia Association of Social Workers and their ability to govern and regulate the practice of social work in the province”.<sup>73</sup>

Dr. John Hamm, Member for Pictou Centre, spoke on the Bill and mentioned that the Minister of Community Services had used his good relationship with the Association, which contributed to the production of the legislation. Dr. Hamm complemented the Minister on bringing the legislation forward and indicated that he would be supporting it.

Alexa McDonough, Leader of the NDP, spoke on the Bill and congratulated the Association on the many years of work it took to finally get the proposed legislation to Second Reading in the House of Assembly. She spoke of her experience with the issue and mentioned that she has been aware of the work that was done over the past 20 years from the days when she was a member in the Association.

*“It has been a very long, slow process of two steps forward and one step backward throughout that period of two decades to bring us to the point where today we have this legislation before us for second reading”<sup>74</sup>.*

Ms. McDonough went on to point out that the government over the years had not always been receptive to move the legislation forward especially during the early years. She commented that,

*“I think it has to be recognized that it has only been through the persistence of the Nova Scotia Association of Social Workers, and a lot of laborious unrewarding work, to make it possible for us to now move forward with this legislation and they are to be congratulated.”<sup>75</sup>*

The Honourable Terry Donahoe, Leader of the Opposition, was perhaps the most eloquent in his remarks concerning Bill-77. He mentioned that he had met many months previous with representatives of the Association to ask for his support which he gave at the time and he offered his support at second reading as well. Mr. Donahoe, known as an eloquent orator, made some pertinent comments in support of the Bill, which demonstrated his respect for the social work profession. He mentioned his close association with members of the profession during his 16 years as a practicing lawyer, the last six years almost exclusively in the area of child abuse work.

*“I saw a great deal during that five or six years and it has seared visions and thoughts and attitudes in me that I am sure otherwise would never have formed part of my psyche and they surely do now. In those cases, or many of them, the work of the trained, compassionate and loving social worker was absolutely vital to the continued life, in some cases, of the child or children.”<sup>76</sup>*

Mr. Donahoe’s final comment was to thank those who worked so hard to make the legislation a reality many of whom he knew personally and professionally. He said: *“I am delighted to have the opportunity to make it known that I, and I believe I speak for all of my caucus when I say we very much support the legislation....”<sup>77</sup>*

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73 Ibid, pp.2669

74 Ibid, pp. 2671

75 Ibid, pp. 2672

76 Ibid, pp. 2678

77 Ibid, pp. 2680

All speakers on behalf of the Bill-77, after positive comments about the profession and the important work carried out by social workers, focused their comments on particular key clauses in the Bill such as: the definition of the practice of social work; a professional development committee; exemptions for volunteers and other professions covered by their own legislation; the grandparenting clause; procedures for handling complaints and discipline; the extensive consultation carried out by the Association and reaching beyond its own membership to seek input in the drafting the legislation; lay membership on the complaints and discipline committees; and the reporting to the public on the outcome of any disciplinary proceedings.

In the early Fall of 1993 the proposed legislation in the form of a government Bill was proceeding through the House of Assembly. A letter to The Honourable Terry Donahoe, MLA and also to Alexa McDonough, MLA, from Jacqueline Pace, President of NSASW, thanked them both for their supportive comments at the Second reading of Bill-77 on November 18, 1993 <sup>78</sup>

A copy of a letter of support was received from Katherine McDonald, President of the Nova Scotia Advisory Council on the Status of Women to The Honourable Bill Gillis, Chair of the Law Amendments Committee, in which Ms. McDonald supported the proposed social work legislation in general while offering some suggestions for minor changes. Another letter of support was received from Bruce F. Holland, MLA dated November 24, 1993.

### **Third Reading, November 25, 1993 - Passage of Bill-77:**

A copy of the Assembly Debates of November 25, 1993 was also located in the file <sup>79</sup>. This was the debate on Third Reading in the legislature. The Leader of the NDP, Alexa McDonough, led off the debate and congratulated the government for moving the legislation forward. Ms. McDonough used the occasion to remind her government colleagues that unless social programs are adequately funded, the licensing legislation will have no beneficial effect. She stated: *“Nothing in this Bill is going to change that fact”*. Ms McDonough went on to say:

*“The only thing that is going to change that fact is for the government to get its priorities straight and understand that competent social workers also need the resources with which to assist individuals, families and communities who are in distress and who are, for any number of reasons, needing the broad support of the community through the public and charitable organizations of Nova Scotia.”* <sup>80</sup>

The Leader of the Opposition, Terry Donahoe, repeated his support and endorsement of the Bill-77 and urged the Minister of Community Services to commit financial resources to support the work of social workers.

On a motion of the Honourable James Smith, Minister of Community Services, to have Bill-77 read for a third time and, after debate, the legislation was passed on November 25, 1993. The date of implementation was to be decided by the Governor-in-Council, which was later discussed and decided upon with input from the Association. The date chosen was April 1, 1994, which gave the Association another five months to prepare regulations, By-laws, and policies to implement the Act.



A letter to the Premier of Nova Scotia dated November 29, 1993 from Jacqueline Pace, RSW (left) President of NSASW thanked Premier Savage for his support and that of Dr. Jim Smith, Minister of Community Services for their efforts towards the successful passage of Bill-77 on November 25<sup>th</sup>. The next day a press release dated November 30, 1993 was sent to all

78 Location: NSASW Licensure Box, file Licensure 1993, NSASW Archives

79 Ibid.

80 Assembly Debates, Nova Scotia House of Assembly, Public Bills for Third Reading, Bill-77, Social Workers Act, November 25, 1993, pp 2989 – 2992. Location: NSASW Licensure Box, file Licensure 1993

newspapers, radio and TV stations in the province notifying the general public that the legislation was enacted.

Congratulatory letters were received from the Nova Scotia Family and Child Welfare Association; Manitoba Association of Social Workers; New Brunswick Association of Social Workers; the Canadian Association of Social Workers; and the Quebec Association of Social Workers.

### **Implementation Phase:**

After the legislation was proclaimed in November 1993, the reality of implementation quickly became apparent. Since the new legislation contained some very critical timelines, it was necessary for the Association to clarify to current members, eligible non-members and persons wishing to take advantage of the grandparenting clause, so that they would have the necessary information to comply with the legislation. This would prove not to be an easy task. The Association was changing from a voluntary organization of members who willingly joined the organization to an organization that required all social workers to become registered whether they wished to or not. It needed to explain to all social workers that there would be more stringent disciplinary action, which could potentially prevent someone from working as a social worker and thus having a serious negative effect on a person's career.

A particularly difficult and time-consuming phase was the implementation of the grandparenting clause. Applicants wishing to be grandparented under the Act had one year from April 1, 1994 to apply. After that time limit they would need to have a BSW or MSW degree to become registered. Since there was no way for the Association to know where all potential grandparenting applicants were in the province, the Association had to rely on word of mouth and notices in the media. As potential applicants came forth, it became clear that some would qualify for a license but that others would not due to a description of the type of work that they were doing. Much of the work of the Board of Examiners after proclamation over the next several years was devoted to applying the Act to the large number of persons wishing to be grandparented under the new Act.

The work and commitment from staff and volunteers of the Association was tense up to the date of proclamation of the Act in 1993 but that was nothing compared to the extensive work that would need to be done to actually implement the Act during the following year. The Association increased their efforts to try and educate the public, their members, potential members, and other organizations concerning the new legislation. Brochures were designed, printed and distributed. Notices were placed in the local media and countless correspondence was responded to from all sorts of persons who were affected by the legislation as well as those who thought they might be affected.

A slogan was prepared which read: **“Go for It! – A Licensed Social Worker”** which was used on brochures as well as large buttons that were distributed during member and public events. The brochure<sup>81</sup> was a simple two-paneled four-sided brochure that briefly outlined information to become a licensed social worker and a short message for the public and for the profession as to why social work should be a licensed profession.

The Council decided to set up an Implementation Committee to handle the continuing licensure tasks that needed to be completed before the implementation date of April 1, 1994. It was suggested that a member of the PR committee and a Board member should be on the new committee. It needed to continue to inform and clarify the provisions of the new legislation and the up-coming 1994 AGM would be the main focus to educate the membership. There was some concern that it would be difficult to locate some social workers who were not previously registered under the old Act and to ensure that they were aware that they needed to be licensed, otherwise they could be in violation of the requirements of the new legislation as practicing without a license. Discussion took place on ways and means of locating them and ensuring that they understood all the

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81 “Nova Scotia Association of Social Workers, New Legislation – New Standards”. Location: Historical documents – donated by Marilyn Peers included in a container labeled “Licensing” in the NSASW Archives.

requirements of the new Act.

### **The NSASW Council:**

Mention should be made of the contribution by the members of the NSASW Council to ensure that the proposed legislation was successfully passed in the House of Assembly. Particular individuals and committee

representatives on the Council, the Board of Examiners, and the Licensure Committee during the final year when the legislation was approved need to be recognized as having a significant influence on the success of the effort to gain Licensure for the profession in Nova Scotia.

In some respects, the Council that was in place during the year that regulation was achieved was really the beneficiary of the amazing work that was done by previous Councils and committees. The groundwork had been carefully laid over a sustained and extended period spanning at least 20 years. However, what seemed to lead to success was the continuous effort by many people over that period of time and the vision of the Councils of 1993 and 1994 to understand that the momentum had to be maintained.

The Minutes of the Council meetings of 1993 and 1994 were reviewed for evidence of the determination of the Council to ensure that Licensure would be achieved. The year 1993 would be the year that the legislation passed (the Council did not know this at the time) and members were optimistic but they were also convinced that the momentum needed to be maintained.

A chronological account of excerpts from the minutes of the monthly meetings of the NSASW Council<sup>82</sup> during 1993 and the follow-up year of 1994 have been provided in the Appendix to this chapter (Chapter 7). These excerpts relate to Licensure and highlight the intensity of the work that was done in anticipation of the passage of Bill-77 and its follow-up. Gwen Fitzgerald, RSW was President until the May 7 1993 AGM when Jackie Pace, RSW was elected President. Both showed outstanding leadership during their two-year tenures as Presidents of the Association.

### **The Board of Examiners:**<sup>83</sup>

Once the Act was passed by the legislature, the attention of the Council and the Association turned to providing the necessary tools for the Board of Examiners to make the regulatory legislation work. This included By-laws, regulations, a Code of Ethics, standards of practice, and administrative policies that needed to be in place to permit the profession to be regulated. Many of these instruments of regulation were initially prepared by the Council and committees in the months leading up to the proclamation of the Act and later approved by the membership at the 1994 AGM and the Special Meeting held in October 1994.

The Council had taken the lead on moving the Act to realization and also the preparation of many of the documents that were required for the Association to be self-regulating. Soon after proclamation of the Act, the work on regulation turned to the Board of Examiners. The Association had responsibility under the new Act for approving By-laws and a Code of Ethics, which is accomplished at AGM's or Special Meetings of the Association. The Council was given responsibility for approving regulations under the Act. Each of these instruments was necessary for the Board to carry out its regulatory function. What began to occur was a discussion and clarification as to the role and division of responsibilities between the Council and the Board of Examiners concerning all aspects of the regulation of social work under the new Act. Since the Act was open to interpretation on some matters and the By-laws and regulations were new and untested, it took time to work out practical understandings and to agree on interpretations.

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82 Location: NSASW Library, Binder of Council Minutes: 1992, 1993, 1994, NSASW Archives

83 Location: NSASW Licensure Box, file - Changes to Regulations, NSASW Archives.

The type of regulation chosen by the Association and enshrined in the Act (self-regulation) posed some difficulties such as the potential of a perception of bias or a conflict of interest. That is how to ensure that the decisions reached by the Board of Examiners were objective and made independently from any influence or bias from the members of the Association. The confidentiality of the Board's deliberations and decisions had to be respected which meant that the Board needed to hold confidential meetings concerning such matters as registration, refusal to register, conduct complaints investigations, and hold discipline hearings completely separate from the Council, its committees and the membership of the Association. A situation that was new to the membership and one that they were not familiar with nor understood completely until later.

One of the first indications that there were questions as to how the Board and the Council needed to relate to each other was noticed in a letter from the Association's legal council dated January 13, 1994. The Council wanted clarification on the responsibility for designing and administering the examinations required under the Act. Also, clarification was needed on the right of Council to review minutes of the Board except minutes of the Complaints and Discipline Committee or the Board itself if decisions on complaints were made. The legal opinion supported the notion that developing and administering the registration process could be a collaborative one, except where the Act requires the Board to make a decision, which would be confidential.

Throughout 1994, legal questions were raised in several other areas as the new legislation was applied. It was left to the Council to make regulations to ensure that the Board had an orderly registration process. The clarification process was slow yet steady since when an opinion needed to be obtained from the Association's legal counsel it was then presented to the Council meeting for a decision. Many of the clarifications seemed small but if not made carefully could result in unfair treatment to the applicant. For example, the need for confirmation from an employer if a person applying under the grandparenting clause was employed in the field of social work. If this were required then the employer would be defining the practice of social work and not the regulating body. In another situation, the question was raised what date is relevant when deciding when an applicant under the grandparenting clause was practicing social work. This was especially relevant if a person was practicing social work at the time of application but left the job before a Board decision was made and became employed in another job that was clearly a non social work job.

Correspondence was received from groups of social workers that saw the new legislation as a positive step but wanted to go beyond the new legislation to ensure that the public had more protection. For example, concern was expressed that the registration process might become a "rubber stamp" for an academic degree. These sentiments were expressed, in particular, by social workers working in clinical settings who saw their work as requiring a higher level of knowledge and skill than that required of a new graduate from a school of social work. The case was made that the Association should create a separate category of "clinical social worker" so that the public would be aware that the knowledge and skills of that group required a specific set of standards and training which would identify them to be more competent in their specialized field of practice.

Correspondence was also received from a few persons following the proclamation of the new legislation, relating to the confusion some had about Associate membership and grandparenting under the new Act<sup>84</sup>. The argument put forth by associate members was that they had been told if they joined the Association as Associate members before the new legislation was proclaimed, they would be automatically grandparented. This was a misconception and the Association clarified the correct interpretation quickly. Associate members were informed that their membership was terminated and that they had two options: (a) to rejoin as an associate member under the new legislation, or (b) apply to be considered for grandparenting. The Associate members were not in position to be automatically grandparented under the new legislation because that clause in the legislation was to determine if the applicant was practicing social work and if all other conditions were met, then a license to practice could be granted by the Board of Examiners. The Associate membership category was created for persons who did not have the required social work training but wanted to be associated with

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84 Location: NSASW, Licensure Box, File – Licensure 1993 ( letter from an associate member dated December 24, 1993)

the profession out of a common interest in social work or who were working in close association with social workers and had an interest in being informed about the profession. The new legislation did not provide a pathway for associate members to become licensed under the grandparenting clause. This was another example of the type of problem that had to be resolved by the Council of the Association as the new legislation was implemented.

Another difficulty experienced by the Association during the initial stages of the new legislation was that the Board of Examiners needed to be appointed but this was not legally possible prior to the implementation date of the Act on April 1, 1994. As late as March 1994, the Association had finally appointed its contingent of appointments to the proposed Board and the government, which needed to appoint three persons to the Board had not done so to that point in time. Correspondence was noted in the file that identified the first seven Council appointments to the Board of Examiners under Section 15(a) of the Act: Joan Glode (Aboriginal Community); Veronica Marsman (African Nova Scotian Community); Roseanne d'Eon (Acadian Community); Jean Duplisea (Maritime School of Social Work); Linda Smith (Health Care); Gordon Maskell (Annapolis Valley Area); a yet to be appointed social worker (Cape Breton Area). It was stated that before the government could appoint their three lay persons to the Board, they would need to see the Council appointments so that they could conform to the legislation which stated that the Board needed to be representative of the racial, ethnic and geographical composition of the Association membership.

On April 9, 1994 a notice was placed in the Chronicle Herald, which notified the public that Bill-77 had been proclaimed into law and implemented on April 1, 1994. It also encouraged persons holding BSW or MSW degrees and who were not yet registered to register immediately. The notice also informed the public that the legislation contained a grandparenting clause and those persons currently practicing social work wishing to be registered could request an application package within one year.

By the time of the AGM on May 6, 1994, a large amount of important work had been produced and completed by members of the Association who donated their time to the Association to volunteer on committees. There were three critical documents that needed to be developed and prepared in order to permit the Board to regulate effectively. Under the Social Workers Act, the membership has the authority to approve By-laws and the Code of Ethics while the Council has the authority to approve regulations. For example, new By-laws to govern the application of the Act had been prepared and were approved by the membership at the 1994 AGM. The Association also had approved the CASW Code of Ethics with four amendments at the AGM. The amendments included the Association's definition of "client"; the ability of private practitioners to charge differential fees; and two amendments covering the responsibilities of a social worker when faced with a conflict between the social worker's ethical duties and his or her obligation to the employer. Also, the Council approved the regulations under which the Board of Examiners would function on June 13, 1994.

Thus, the Board of Examiners had most of their members appointed except those appointed by the government, which were made later, and the tools to begin its regulatory function. It remained for the Board to develop policies and procedures to ensure that the By-laws, and regulations were applied effectively. The Board was becoming aware that there would be a large number of applications both regular and grandparented which would require the relatively small volunteer Board to commit much personal time and energy to the regulatory process. The Association hired a Secretary to assist the volunteer Registrar with the huge administrative tasks and provided separate office facilities for use by the Board during their confidential deliberations.

The NSASW Council was taking on a huge amount of work after the proclamation of the new Act in 1993 and the Executive and Council committees were heavily involved in working out all the glitches so that the Council and the Board of Examiners could function. A memo dated October 24, 1994, from the President of NSASW, Jackie Pace to Joan Glode, Registrar of the Board of Examiners, while recognizing that the Council needed to insure the independence of the Board, made a request for the Board to be more involved with the Council when

matters of mutual importance were being discussed. The Council was very aware of the workload that the Board and its volunteers were facing due to the large increase in applications for registration. However, the President was concerned that the Board and the Council needed to insure continuity and to be fully aware of their roles and responsibilities as new problems were identified and resolved.

The legislation provided for one of the positions on the Council to be reserved for the Chair of the Board of Examiners in order to provide for continuity between the regulatory work and the initiatives being planned by the broader organization. The Board was encouraged to send a representative to Council meetings and Executive meetings as well as select a representative for the personnel committee since the Board used the services of an employee of the Association to assist with the administration of the Board's work.

### **Agreement on Internal Trade:**

Not long after the new licensure legislation was implemented, the Association became aware of the Agreement on Internal Trade, which was drafted and approved by the Federal, and provincial governments on October 17, 1994. Implementation was to be delayed to 1995 but this was further extended for several years due to the need for all provinces to work out mutual recognition agreements to accept the differences in the regulatory regimes in each province so that social workers could move easily between provinces to practice. The Council obtained an opinion from the Association's legal counsel dated October 19, 1994, who reviewed the matter and determined that the new social work legislation did not contravene the Agreement on Internal Trade. However, the Association would still need to cooperate with the other provinces to work out mutual agreements to resolve the differences in registration or licensing requirements among them. A major stumbling block in the meetings between the provincial associations and regulatory boards was the acceptance of Nova Scotia's requirement for new graduates entering the province to be approved as Social Worker Candidates first. Nova Scotia was the only province to have this requirement in legislation, whereas in other provinces new social work graduates could be registered upon graduation with a degree in social work. The drafters of the Nova Scotia legislation realized that the academic credential was not enough to begin professional practice and a period of supervision followed by evaluation of practice was a better method of assessing if a new graduate was competent to practice professionally. There are concerns that the issue will not be resolved and Nova Scotia will eventually lose its authority to provide the candidacy option as the best means of determining if a new graduate social worker is competent and ready to practice.

### **Closing Summary:**

The road to licensure is an account of the Association's 30-year effort toward licensure from the passage of the first Social Workers Act in 1963, a form of voluntary registration, to licensure in 1993, a rigorous form of social work regulation. The licensure legislation passed by the Nova Scotia House of Assembly in 1993 mandates that the Association will be self-regulating which means that the Association is responsible to ensure that resources are available to regulate the profession and protect the public.

Licensure seemed to be always the goal of the profession in Nova Scotia but it was frequently put off in favour of a milder and more voluntary form of regulation. It never seemed to be the right time to introduce more rigorous regulation due in part to the political climate, public reception and the reluctance of the profession in general to impose a regulatory regime on practice. Years of discussion would go by without a decisive move to licensure. It was not so much that the membership was polarized – rather it could not seem to decide to pursue it rigorously until the early 1990's. Yes, there were those in the profession who opposed licensure but there were other concerns as well such as: the large number of persons who did not have a social work professional education but who dominated the administration of social programs in the province. How would they be accommodated under the legislation? When grandparenting was offered as a solution to include them, the debate turned to the need to establish levels of skill within the profession as opposed to one basic skill set for

the profession as a whole.

The profession was faced with the realization that membership criteria were set out in 1963 when the profession was first incorporated under the statutes of Nova Scotia. The thinking at the time was that those who wanted to be registered as social workers needed to have formal social work education and training. This attitude prevailed during the discussions on licensure. Unfortunately the numbers of trained social workers remained small compared to the number of persons being employed to administer social programs. Therefore, there was always the concern that including large numbers of untrained workers would lower standards of practice and lower the public perception of Registered Social Workers in the province.

The two government departments that employed the most social workers were Health and Community Services. In early discussions the Department of Health was more receptive to licensure than Community Services. Maybe it was because social workers employed in health programs and institutions were nearly all required to have social work degrees. In Community Services most employees did not have social work training or education. Therefore, licensure was a concern to the Department of Community Services since it was not clear what licensure legislation would mean to its employees. A reluctance to move quickly was understandable until this was clarified.

Gwen Fitzgerald, President of NSASW, acknowledged those in government who played a major role in the early stages of the preparation of Bill 77 at the May 1993 AGM. She mentioned that the Association received outstanding support throughout the year from the previous Minister of Community Services, the Honourable Roland Thornhill as well the cooperation and assistance from his Deputy, Dr. Trish Ripley and from the Department's legal consultant, Martha Crowe. Later in 1993, as Bill 77 proceeded through the Legislature, special mention was made of the support provided by Premier John Savage, Dr. Jim Smith, Minister of Community Services, Terry Donahue, Leader of the Opposition and Alexa MacDonough, Leader of the New Democratic Party in the legislature at the time of passage of the legislation. The political climate was very positive towards the passage of the legislation regardless of the political party in power. All three parties gave unanimous support to Bill 77 as it passed into law on November 25, 1993.

Many people volunteered their time and energy to do the work that was required to see the goal of licensure accomplished: committees were formed; draft legislation was prepared and presented to the membership for debate on many occasions; meetings took place with government officials; a public relations program was developed with documentation supporting the need for licensure; MLA's were lobbied for their support; and support was requested from other helping professions. All this work came together with favourable political support in 1993 to see the successful passage of licensure legislation for the profession in Nova Scotia.

### **APPENDIX to Chapter 7**

#### **Excerpts from the NSASW Council minutes relating to Licensure during 1993 and 1994.**

Council Minutes - January 11, 1993 – A licensure reception was planned to coincide with the visit to Nova Scotia on January 24<sup>th</sup> at the Holiday Inn in Dartmouth of the President of CASW, Margaret Dewhurst and the Executive Director, Eugenia Moreno. Invitations were sent to MLA's; Council and metro members; and Licensure Committee. This was an excellent opportunity for the Association to promote its proposed licensure legislation and to introduce the invited MLA's to the profession of social work.

Council Minutes - February 8, 1993 – Mention was made of the success of the Licensure Reception on January 24<sup>th</sup>. MLA's Sandy Jolly, John Savage, Roland Thornhill, and Jim Smith attended. The Minister of Community Services, Roland Thornhill, was very supportive and promised to introduce the new Social Workers Act during

the spring sitting of the Legislature.

Gwen Fitzgerald, RSW encouraged all members of the Council to continue lobbying efforts of MLA's in their own regions. To show how intense this effort was, the following contacts were reported during the Council meeting: Marilyn Peers was attempting to contact Tom MacInnis; Madeleine Deveau from the Fundy Region reported that members had contacted Leroy Legere; Roseanne D'Eon was contacting Neil LeBlanc and Joe Casey; Wendy Trull had plans to attend the CAS of New Glasgow to speak with members about licensing; Don Russell agreed to do lobbying in the Cumberland Region; Mary Clare Bauld of the Licensure Committee was asked to attend a meeting of members of the Cumberland Region.

The personal contacts in early 1993 is an indication of the intensity of the involvement of the Council members to make sure that MLA's and others around the province were contacted about the new legislation and asked to support it when it was introduced in the House.

Council Minutes - March 8, 1993 – A report by the Licensure Committee of the work done by the Council and the Committee is copied (below) from the minutes to indicate the intensity of the commitment by those involved.

**“Licensure Committee Update:**

- report by Mary Clare Bauld presented by Wendy Trull
- Committee had meeting with members; meeting in Pictou cancelled for February; needs to be rescheduled; Vicki Wood met on March 3 with Cape Breton social services, CAS, Family Services, Drug Dependency, some national drug and alcohol services and national child services
- want to set another general meeting for social workers with Mary Clare; there are approximately 100 members from Cape Breton; employers concerned as to whether licensure will cost them money - Wendy reported that meeting which had been scheduled with the NDP has to be rescheduled; Marilyn Peers and Alex Bruce met with Terry Donahoe; Gwen did the interview on March 3
- meeting with Liberal Caucus on March 12; with NSGEU on March 13; with George Moody on March 23; and Vicki is going to Amherst/Cumberland area on March 24
- pamphlets on lobbying have been designed and printed; Committee working on getting contact names and addresses; regional reps need to receive copies of the brochure
- pins have also been ordered which have the same slogan as was previously printed on the coasters.”

Council Minutes - April 19, 1993 – The provincial Legislature opened on April 19, 1993. There was more discussion of contacting MLA's and the need to re-contact MLA's due to the eminent election call.

AGM Minutes - May 7, 1993 – The 30<sup>th</sup> NSASW AGM was held in the Dartmouth Holiday Inn. This was an important year for licensure activities and the last year of the two-year term for the President, Gwen Fitzgerald, RSW whose leadership had directed the Association toward the goal of licensure just before proclamation of the Act. Ms. Fitzgerald mentioned the work done on licensure during the year and an excerpt of her report to the AGM is reproduced below:

*“I also wish to state that we have received outstanding support throughout the year from the previous Minister of community Services, the Honourable Roland Thornhill. We appreciated as well the cooperation and assistance from his Deputy, Dr. Trish Ripley and from the Department's legal consultant, Martha Crowe. We cannot thank them enough and it is our hope to establish a similar positive working relationship with the new Minister of Community Services, Debi Forsyth-Smith. I have recently written to Premier Donald Cameron in order to keep him up-to-date with our quest for licensure. I copied my letter to the Honourable Debi Forsyth-Smith and to the Honourable Tom MacInnis, the Minister who at present*

*time is responsible for Department of Community services legislation in the House of Assembly.”*

The Chair of the Licensure Committee, Mary Clare Bauld, RSW, reported to the 1992-93 AGM that as the draft legislation was about to be introduced into the Legislature, an election was called which slowed the momentum that had been created. The good news was that all three political parties had given support for the legislation before the Legislature resumed. The following is an excerpt of highlights from Ms. Bauld’s Annual Report.

- *“Had the draft Act tidied up in several areas which council approved.*
- *The committee then took the opportunity to call a “Celebration” to thank all those members throughout the province for their never-ending commitment to licensure. The celebration was held in Truro on October 26, 1992 with approximately 30 members attending. At this time, the committee took the opportunity to, also use this as a springboard to Lobbying.*
- *The lobbying process over the past year has involved contacting regional membership, provincial organizations (NSGEU, municipal social service workers, psychologists, Cape Breton social workers, panel discussions, CBC morning radio, and MLA’s.)*
- *Many thanks are extended to all Regional Reps who worked within their regions to make meetings happen to continue to inform the membership and to, indeed, lobby the MLA’s.*
- *The committee developed, buttons, T-Shirts, coasters and a brochure using the theme, “Go For It – A Licensed Social Worker”*
- *In January ‘93 we kicked off the New Year with a combined reception for visiting CASW President and Executive director and Metro MLA’s.*
- *Lobbying continues to occur throughout the province with all three leaders and numerous members having been met with and contacted by letter.*
- *Regional Membership Meetings have occurred in Cape Breton, Truro, Cumberland and North Shore again this year.*
- *Presently, the committee has developed a letter to be sent out to all Candidates in the up-coming provincial election and members of the Provincial Legislature seeking their support for licensure”.*

*The Board of Examiners’s Annual Report of 1992-93 AGM is an indication of the work that had been done by the Board of Examiners to prepare for licensure. A Summary prepared by Cheryl Downton (Chair) on behalf of the Board of Examiners is copied below:*

*“Board Members for 1992-1993 were: Cheryl Downton (chair), Jean Duplisea (vice-chair), Linda Smith (secretary), Bob Myles, Roseanne d’Eon, Evelyn O’Leary, Gordon Thomas and Judge Corrine Sparks.*

*Board met ten (10) times from June 1992 to May 1993.*

*Board approved applications for membership in the Association as follows:*

*55 Ordinary Members  
09 Associate Members  
17 Student Members*

*All completed applications for membership have been dealt with as of 03 May 1993.*

*Issues and Tasks addressed to date (completed or in process) have included:*

- *review of the membership application form*
- *in depth development of criteria and process for examinations and volunteers did a test run of the exam.*
- *work on development of Supervisors criteria and process*
- *development of a Registrar's job description*
- *review of NSASW Personnel Policy*
- *Board liaison with Standards of Practice Committee*
- *participation in national Registrars/Regulatory Boards body*
- *discussion of Associate Membership criteria*
- *continuing toward licensure*
- *The Board has enjoyed the regional representation provided by Board members who work and reside in Cape Breton, the Annapolis Valley and the Fundy Shore.*
- *The Board has been most fortunate in retaining the competent, congenial and capable support and assistance of Patricia Pitt, RSW, throughout the 1992-1993 Board year. Patricia's warm and gracious support has been particularly helpful and much appreciated by Cheryl Downton (chair), as well as the entire Board.*
- *The Board anticipates a very busy and demanding year ahead."*

Stated below is an excerpt from the Nominating Committee's report presented by Mary Lou Courtney, RSW at the 1993 AGM for the in-coming Executive, Licensure Committee and the Board of Examiners. It is recorded here to reveal the names of the social workers that were in the top leadership positions when the new legislation was passed in the Legislature.

President - Jackie Pace; Past President - Gwen Fitzgerald; 1<sup>st</sup> Vice-President – Vacant; 2<sup>nd</sup> Vice-President - Wendy Trull; Secretary - Marie Gallant; Treasurer - Martin Wexler; Chair of the Licensure Committee - Mary Clare Bauld (Members - Wendy Trull; Veronica Marsman; Gwen Fitzgerald; Vicki Wood; Bruce Hicks; Susan Bennett; and Jackie Pace); Chair of the Board of Examiners - Cheryl Downton (Members - Roseanne D'Eon; Jean Duplisea; Gordon Maskell ; Evelyn O'Leary; Linda Smith; Gordon Thomas; and Judge Corinne Sparks).

Council Minutes - June 14, 1993 – Wendy Trull, of the Licensure Committee informed the Council that Dr. Jim Smith had been appointed Minister of Community Services in the new Liberal government. Cheryl Downton agreed to continue as Board Chair. She mentioned that Patricia Pitt was providing valuable secretarial help to the Board; a job description for Registrar was in draft form; and the Board was recruiting volunteers to assess, mark, and evaluate examinations.

Council Minutes - September 14, 1993 - President Jackie Pace, RSW informed the Council that she and the Executive met with Dr. Jim Smith, Minister of Community Services, on July 8<sup>th</sup> and he stated that he wanted to see the new legislation in place. Dr. Smith had two additions that he wanted to see added to the legislation: (a) a layperson to sit on the Discipline Committee, and (b) the inclusion of a professional development clause in the Act. In August, Martha Crowe, legal counsel for the Department of Community Services requested that a working committee be set up to make a final review of the proposed Act prior to its introduction in the House. A meeting took place with some members of the Licensure Committee together with Marilyn Peers, and Rory Rogers, the Association's legal counsel and who was involved in drafting the Act. It was decided that the working committee from the Association would consist of: Marilyn Peers, Vicki Wood; Gwen Fitzgerald (as an alternate); and Rory Rogers. Council gave the working committee authority to move the legislation forward during this last stage.

It is interesting to note that the Licensure Committee was still considering unspecified changes to the definition of social work practice at this late date. The definition developed by the Licensure Committee in August 27, 1993 is stated below:

*“Practice of Social Work means the assessment, remediation and prevention of social problems and the enhancement of social functioning of individuals, families, groups and communities, by means of*

*(i) the provision of direct counseling services within an established relationship between a social worker and a client; or*

*(ii) the development, promotion, and delivery of human service programs, or*

*iii) the development and promotion of social policies aimed at improving social conditions and promoting social equality, including that done in collaboration with communities,*

*and which requires the application of specialized knowledge, values and skills in the field of social work”.*

The Council also approved a change in the draft that removed the authority of the Board to make regulations and placed this authority with the Council.

Council Minutes - October 18, 1993 – Wendy Trull reported that the Licensure Committee was meeting weekly and also working between meetings. Marilyn Peers had written a draft presentation for the Law Amendments Committee with a question and answer sheet. The Council acknowledged Marilyn’s dedicated work and leadership, which greatly assisted the Association in its quest toward licensure. The Committee handpicked several members to attend when Bill-77 goes to Law Amendments. They included: Jackie Pace; Roseanne d’Eon; Gwen Fitzgerald; Ken O’Neil; Marilyn Peers; Vicki Wood; and Tina d’Entremont. The Committee was continuing to locate members of the public who would be willing to be present at the Law Amendments Committee to speak on complaints under the old Act that would be rectified under the new Act. If not, personal accounts from the public to show that their lives would be different if the new Act was in force. A working day (November 7, 1993) was scheduled for the Executive, Council, Licensure Committee, and Board of Examiners to determine what further tasks needed to be completed before the Act was proclaimed.

Some tasks that were in the planning stages at this time were: Jackie Pace; Gwen Fitzgerald; and Marilyn Peers met with senior staff at the Department of Community Services on October 12<sup>th</sup> regarding concerns about the effect of the new legislation on Department job positions; Gwen Fitzgerald and Wendy Trull met with Executive Director of Transition Houses to clarify if their job descriptions fit the definition of social work practice; Meetings were arranged with the Nova Scotia Association of Black Social Workers (NSABSW) and the Black United Front (BUF); Vicki Wood planned to meet with the members of the Valley Region on November 5<sup>th</sup>; Wendy Trull arranged to meet with the members of the Cumberland Region; Material was prepared to send out to all members to promote licensure to include: background paper; financial implications report; and a question and answer sheet.

The Licensure Committee was researching states in the US and also Canada that have licensure; The Committee discussed such unresolved issues as: lay representation on the Discipline Committee; a statute of limitations for complaints; exclusions of other professions and the implications for volunteers under the new Act; reduced fees for retired or unemployed social workers under the new legislation; a concern that some employers may not be in favour of the new Act and the need for all employers to be notified through the media; and the need for adequate malpractice insurance for social workers with degrees as well as those without degrees.

Council Minutes - November 8, 1993 - Wendy Trull of the Licensure Committee reported that the committee was meeting weekly. The Committee Chair, Mary Clare Bauld, agreed to call the House of Assembly every day to learn if the Bill was to be introduced the next day. There was a discussion about the length of time for implementation of the new legislation after proclamation to give the Association time to put infrastructure in place and have the appointments to Board of Examiners in place with an expense policy approved, hire clerical staff, as well as develop By-laws and regulations. The President suggested to Dr. Jim Smith, MLA that April 1, 1994 would be a convenient implementation date for the new legislation which would give time for the Association to implement all the provisions of the new Act.

Council Executive Minutes - November 24, 1993 – The Minutes of the Council Executive Committee meeting was the first indication in the Council’s records that the passage of the legislation was imminent. Jackie Pace reported that the 1<sup>st</sup> and 2<sup>nd</sup> readings had taken place and NSASW representatives had appeared before the Law Amendments Committee. The 3<sup>rd</sup> reading was scheduled for on November 25<sup>th</sup>.

Council Minutes - December 13, 1993 – Council recorded that the new Social Workers Act passed on 3<sup>rd</sup> Reading in the Nova Scotia Legislature on November 25<sup>th</sup>. Immediately before the Council meeting, a special licensure celebration luncheon was held with the Licensure Committee to congratulate committee members who worked so diligently toward the accomplishment of licensure.

Council Minutes - January 10, 1994 – Regional Representatives were asked to compile a list of agencies with potential social workers that should be sent an information package and informing them that they need to consider applying. Preparations were made to handle inquiries from the public as well as potential social workers. Jackie Pace reported that the Department of Community Services was concerned that the Association would miss many persons who should be applying for license.

Cheryl Downton, Chair of the Board of Examiners, mentioned that Patricia Pitt who was assisting with the Board ‘s secretarial tasks agreed to represent the Board on the Implementation Committee and that the new Board would take over after the AGM in May. The Board expressed concern that the new Board would not be up to speed to continue the processing of applications since all would be new to the job. It was suggested that the month of April be considered as a transition month where the Board could continue processing regular applications except the grandparenting applications which would begin to be received after April 1<sup>st</sup> and continue for the following twelve months as provided for under the provisions of the new Act.

It is interesting to note that at this stage the minutes confirm that the entire Council was engaged in activities that related to the implementation of the new Act on April 1, 1994. Council members were working as a group and focusing on implementation. For example: (a) the Treasurer was occupied with the preparation of a budget for the next year, which would meet the needs of the implementation of the Act. The Treasurer cautioned committee chairs to submit their budgets and to ensure that they reflect the work of implementation; (b) the Licensure Committee was disbanded and an Implementation Committee was established of persons who were hand picked due to their work or interest in the new legislation in the past. The Committee felt there was no time to make visits to agencies or regional members as before, and suggested that an information sheet be sent out to agencies with a request for persons to contact the NSASW office and a member of the Implementation Committee would contact them; (c) a list was being compiled of agencies and individuals in preparation of sending out information packages on the new Act; (d) the Standards of Practice committee was getting the process for approval of private practice applications ready for the new Board; (e) Public Relations Committee was preparing a Newsletter to be mailed out which would also include a copy of the new Act; (f) the membership committee was preparing information packages for potential BSW and MSW applicants, new certificates, wallet cards, and grandparenting applications were ready to be sent out after April 1<sup>st</sup> for persons on a prepared list; (g) the Nominating Committee was preparing a roster of nominees for the new Board based on the requirements of the Act that needed to reflect the racial, ethnic, gender, and geographical composition of the

NSASW membership.

Council Minutes - February 14, 1994 – It was reported that the members of the Implementation Committee consisted of: Jackie Pace; Wendy Trull; Diane Kays; Donna Hepditch; Mary Clare Bauld; Michael Arsenaault; and Colleen Flynn.

A By-laws and Regulations Committee was approved composed of: Marilyn Peers, Wendy Trull, Gwen Fitzgerald, and legal counsel Rory Rogers to prepare a set of By-laws and regulations to be ready for approval at the next AGM in May.

The Board of Examiners had met with the Treasurer, Marty Wexler, to work out the budget expectations for the Board in 1995. The job description for the Registrar's Clerk was drafted and a draft of standards and guidelines for selecting supervisors of candidates was completed. Members who worked on these issues for the Board were: Linda Smith; Lydia Lucas-White; Shirley Hines; Barbara Williams; and Patricia Putt.

The Membership Committee Chair, Diane Kays, mentioned that Colleen Flynn had been hired to work part-time to assist in compiling a list of potential grandparenting applicants and sending information out to provincial agencies.

Council Minutes - March 14, 1994 - Most of this meeting was devoted to a discussion of the deliberations of the By-laws and Regulations Committee. Rory Rogers, Legal Counsel was present to get input from Council members on several areas that were not been covered to date. Some of these areas were: Elimination of the position of 2<sup>nd</sup> Vice President; criteria for removal of a person from office; role of the Executive Director on Council; reimbursement of application fee if application rejected; requirements for private practice; definition of the term, private practice; grandparenting private practitioners who do not have a master's level degree; a grace period for non-payment of annual fees; a new licensing category for temporary registration. These areas needed to be in the final documents sent out to the membership and ready for approval at the AGM.

Council Minutes - April 11, 1994 – Most of this meeting was again reserved for the By-laws and Regulations Committee (Marilyn Peers and Rory Rogers were present). Some key areas discussed were: The Executive Director would be a non-voting member of Council; Council terms of office; time limitation for private practice candidacy; proxy voting at the AGM's; professional development; transferability of membership.

The Board of Examiners continued the development of a satisfactory examination format that would meet the needs of Social Worker Candidates. The Board reported that work on examinations took almost 3 years to complete and, although pre-testing has been done, more work is needed before examinations become operational.

Draft procedures for processing applications for registration developed by the Implementation Committee were completed. Vicki Wood and Mary Clare Bauld developed the procedures over several months. A process form was to be attached to each application that is received by the Board. The form provided a checklist for the Registrar to follow to determine if a person meets all the requirements for registration. It would also provide a written record on the eventuality of an appeal of the Board's decision.

AGM Minutes - May 6, 1994 – The minutes of the 31<sup>st</sup> AGM revealed the approval of a flurry of significant operational requirements by the members of the Association in time for the implementation of the new Act. By-laws were voted on and approved by the membership. Regulations were approved by the membership; the CASW Code of Ethics was approved with amendments for definition of client, procedure if the Code conflicts with practices of the employer; membership fees were approved at \$263.00 per year which included a \$25.00 professional Development levy on each member. These funds were to be transferred to the Dalhousie School

of Social Work's Continuing Education program to develop programs for NSASW members to assist them in fulfilling their obligation to collect 40 hours of professional development per year.

Council Minutes - June 13, 1994 – The new Council reviewed the need for a Special Meeting in the fall and agreed to set October 28<sup>th</sup> and 29<sup>th</sup> for the meeting. This was considered necessary because some members of Council were not pleased with the process used to pass a motion at the AGM regarding the \$25 membership levy for professional development. The Special meeting also provided for more discussion of the Code of Ethics, the Standards of Practice, and the By-laws. The Council approved the Regulations on this date as required under the new legislation.

The new Board of Examiners met for an education session and was waiting for the government appointments to be approved. There is a need for the Board to elect a Registrar from among the Board members so that certificates can be signed. Apparently over 100 applications were received after advertising for the Registrar's Clerk position which were narrowed down to 7 names and interviews were scheduled for June 23<sup>rd</sup>.

Council Minutes - September 12, 1994 – The Council continued to express concern about the motion made at the AGM regarding the \$25 professional Development levy. An opinion from the Legal Counsel, Rory Rogers indicated that the due process was not followed and that members need plenty of notice when decisions about financial matters are brought forward for approval. Council made a motion to "reconsider" the motion made at the AGM and bring it forward to the Special Meeting in October. In addition to the levy, there was much discussion about the arrangement with the MSSW to provide professional development programs for members. It was decided that the P/D Committee meet with the MSSW Continuing Education Dept. and prepare a joint proposal to be brought back to the Executive and then to the Special Meeting on October. Some concern was expressed that at \$25 per member the levy would amount to approximately \$25,000.00 being provided to the MSSW Continuing Education program, a large amount and therefore the details needed to be clarified as to how these funds would benefit the membership.

It was reported that a Registrar's Clerk for the Board of Examiners had been hired and all appointments to the Board of Examiners had been made. The Board mailed out over 600 application packages to applicants requesting registration.

Council Minutes - October 28, 1994 – Mention was made that the recently hired Registrar's Clerk, had to resign suddenly and Suzanne Desjardins was hired to replace her. Also three applications were reviewed for the position of Executive Director of the Association.

Patricia Pitt, volunteer assistant to the Board, reported for the Board of Examiners and mentioned that the Board had approved the first six grandparented applicants and at the time there were 45 grandparenting applications pending.

Council Minutes - December 12, 1994 – The minutes indicate that Harold Beals, RSW had been hired as the first Executive Director of NSASW working part-time from his home temporarily and was present for his first Council meeting on this date.

Jane McClure, a lawyer and the government appointment on the Board of Examiners was elected by the Board to be Chairperson. She was present and reported that the Board was reviewing complaints and discipline procedures and setting up committees. Examinations were being finalized, and an Admissions Committee was set up.

## Chapter - 8

### Relationships and Collaborations through the Years<sup>1</sup>

Since advocacy has always been part of the underpinnings of the NSASW through the decades there have been strong alliances made with many community organizations and groups to fight specific social issues, address particular causes and concerns and, bring about change. Although all of these alliances were of immense value, some have been more enduring and significant than others. It is impossible to address all the different relationships the Association has had so, in this chapter the focus will be on five relationships with organizations that have a representative on the Council of the Nova Scotia Association of Social Workers. As these relationships are examined some of the history contained in other Chapters may be repeated to make, support or enhance a point. This has been done for the ease of the reader.

The two longest relationships the professional association of social workers has had in Nova Scotia, whether as a Branch of the Canadian Association of Social Workers or as a provincial association of social workers, have been with the Provincial Government<sup>2</sup> and the Maritime School of Social Work. As the history of the association was researched it became obvious that in the early decades the movers and shakers for all three entities were, more often than not, the same people. They were men and women who could inspire others to commit to and support a cause, whether changing the social welfare system, developing a professional association or establishing professional education for social workers. They were the thinkers, the leaders and the doers.

#### Government

It is not surprising that government has played such a significant role in relation to the Association. Government has been the largest single employer of social workers in Nova Scotia and, along with its funded allied community agencies, remains as such today. Looking at a list of the executive and council members through the decades shows that many of them, along with presidents of the Association, were employees of government from the most senior administrators to field level (including institutions) service providers. In fact in every decade from 1963 onward one or two Presidents during each decade have been senior employees<sup>3</sup> of government.

To a large extent the relationship between the government and the Association has been and is dependent upon the people involved from the highest non-political level in Government, the Deputy Minister level, to the highest levels within NSASW, the President and Executive Director. Within government the deputy minister of the lead department, the Department of Community Services should have a thorough knowledge and understanding of the social work profession and a commitment to social policy and social justice. These attributes are of utmost importance in that they are reflected in the value that individual places on ascertaining the Association's opinion and perspective on such matters as proposed legislative and program changes in the department and in supporting the Association in its endeavours – e.g., legislative change and growth. The

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1 Much of the information contained in this Chapter has been gleaned from conversations with former Presidents and Executive Directors of NSASW

2 Although our main focus is the provincial government we recognize that over the years municipal government officials and even a few from the Federal Government also played a significant role(s) in the organization. In the same vein officials from Provincial Government departments other than the one primarily responsible for welfare/social services –eg., Health – have been involved in the development and growth of the Association. The major connection between the two has been with what is now the Department of Community Services and its predecessors so thus, it is our focus.

3 For a list of Presidents from 1963 to 2010 see Appendix -8

Deputy Minister also influences the way other senior staff in the Department view and relate to the Association. In turn, the leadership in the NSASW must have an understanding of Government and its inner workings.

Through the years politicians have also had an influence on the relationship. The attitude toward and perspective of the various Ministers responsible for social welfare/social services often reflect the general attitude not only of the political party in power but of their constituents – the general public - and have a major impact on the relationship between the government and the Association. This has been the case from the earliest days of social welfare and social work in Nova Scotia. Most often those attitudes and resulting policy directions are visible through the deputy minister when it comes to following the desired social policy directions of the Government of the day. The reverse scenario has been true in very few instances where a progressive, dedicated social activist/social worker who is the deputy minister has so much stature and garners so much respect from the political arm of government that he/she has a major impact on and inspires a certain direction or change in social policy and programs to be undertaken.

From the early years there have been times, as well, when the political element and the senior civil servant have been compatible in attitude, thought and dedication to social justice and have made a formidable team. This was so during the Rhodes-Harrington administration when Ernest H. Blois was the senior civil servant in charge of social welfare/services in the Department of the Attorney General which was under the direction of the Honourable William L. Hall.<sup>4</sup> When the Honourable Frank Davis, Minister of Health, became responsible for social welfare in 1933<sup>5</sup> the same scenario continued with Ernest Blois as the senior civil servant. In later years this was seen again with various governments when Fred MacKinnon was deputy head and deputy minister.<sup>6</sup>

Ernest Blois was a powerful, commanding figure and a committed social activist. He would be followed as deputy minister by the joint appointment of Fred MacKinnon and Hiram Farquhar who had been his protégés. These two men would maintain the vision and dedication to social justice instilled in them by Ernest Blois. This is an important fact in government's relationship with the Association because Fred Mackinnon would be appointed the sole deputy minister of the Department of Public Welfare on April 1, 1959 and would serve in that position for the next twenty-one years.<sup>7</sup>

A senior government official and one of the few professional social workers in Nova Scotia, it was Fred MacKinnon<sup>8</sup> who would provide leadership for the establishment of the first solid, enduring Branch of CASW in Nova Scotia. It was 1943 and Fred MacKinnon was one of a few professionally educated social workers in Nova Scotia. Gathering a small group of interested social work professionals together Fred spearheaded the establishment of the Mainland Branch of CASW in 1944 and, as might have been expected, he also became the first President of the Branch. He would use his position to encourage others to join the Association.

As the department of government primarily responsible for social welfare and services underwent growth, name changes<sup>9</sup>, structure, depth and breath of services and programs so, too, did the Association. The Department's reach extended throughout Nova Scotia so when the Cape Breton Branch of CASW was formed in 1949 it was

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4 Justice William Lorimer Hall was Attorney General in charge of the social welfare portfolio from 1926-31.

5 The Honourable Frank Davis was responsible for social welfare from 1933 to 1948 in the Government of the Honourable Angus L. MacDonald.

6 Fred MacKinnon served as deputy head or deputy minister under eighteen Ministers responsible for social services. (page 264 – Reflections)

7 Fred MacKinnon is to date the longest serving deputy minister of the Department of Community Services. Since his retirement in 1980 the Department has had nine deputy ministers.

8 Fred MacKinnon was the Assistant Director of Child Welfare in the Welfare Branch of the Department of Health at this time.

9 At various times in its history the name has changed from the Welfare Services Branch of the Department of Health, Public Welfare, Welfare, Social Services and today, Department of Community Services.

not unusual to find a senior member of the Department's staff, Donald Coulter, was at the helm. Although this is not the place for a discussion of the joint service arrangement that existed for years between the Department and the Children's Aid Societies (Family and Children's Aid Societies') that arrangement brought more people into play in relation to the Association and Don Coulter was one of them. He served, at one and the same time, both as the Executive Director of the Children's Aid Society of Cape Breton and the head of the Department's operations in Cape Breton. He and many others in similar positions were people who would and could influence individuals to join the professional organization or seek professional training, as well as being active participants themselves.

A review of the files indicated that in the early decades the relationship between government and the Association was a somewhat symbiotic one. As a common goal they both sought social justice. In those early years that translated in a major way into the quest for the abolition of the Elizabethan Poor Law. There were strong advocates for its abolition in both the private and public sectors but the general public had an adverse reaction to its abolition as did successive governments. Attitudes toward the poor (regardless of the reason for the impoverishment), the financial implications related to change, as well as other factors, all played a part in delaying change. The Association was an instrument which could be used to speak out and fight for change.

Community advocates were free to speak out publicly and did so but those employed within government who advocated for change to the Poor Law spoke out publicly only if they were willing to jeopardize their jobs. Some, like Jane Wisdom, were fortunate to be in a position or time in their careers where they could advocate in public freely. Others utilized their positions within government to push internally for much needed change and found, as well, an avenue through the professional association where there was a vocal, collective or organizational based advocacy which shielded them from personal repercussions, whether real or imagined.

This was a relationship which worked well for many years. Particularly in the early decades of the Association the relationship was fostered by Mr. Blois and then Fred MacKinnon and staff was encouraged to join CASW and the NSASW, if they were eligible to do so. Those from within the public sector were able to bring to the table, within certain parameters, knowledge and information which could be used to push for reform of such things as the family and child welfare system, institutional care for children, the mentally handicapped/challenged and, of course, welfare/social assistance. This information was used by the Association to challenge existing policies and programs. It was a relationship of mutual benefit to both entities and was directed toward not only the growth of the professional association but, led to reforms that were of benefit of clients in all sectors of the social welfare system. The same strategy was used, with government making the final push, in relation to other things such as gaining increased salaries for social workers, facilitating amendments to the Social Workers Act or bringing about the passage of new legislation. The leaders who made the relationship work so well were in some sense wily characters who knew how to and were skilled in utilizing one or both entities to achieve their objectives and goals.

There were tensions at times within the relationship but generally it worked smoothly. Perhaps its success throughout the decades was in part due to the fact that there was a cross-over between staff in government and membership in the Association. The leadership in the Department had a vested interest in the Association, a commitment to its development and worth, as well as, a commitment to change the philosophy, structure, policies, programs and services provided by government and its related agencies and organizations. Numerous letters and memos were exchanged between Government and the Association, briefs on topics of interest submitted to Government by the Association, sometimes joint committees were formed and meetings held on major social issues of the day. As was already mentioned one of the issues which the Association addressed over and over again with Government was the need to change the Poor Law but, in addition, there were other issues like the need to reform child welfare legislation and increase services to children and families, as well as,

more mundane issues such as salaries for social workers and on-going education.

In his book Reflections<sup>10</sup>, Fred MacKinnon calls the period 1960-76 “...the glory days of federal provincial cooperative efforts in the fields of health care, income support and social services .... the Camelot years in the development of social welfare in Canada”. With the advent of the Canada Assistance Plan the Federal Government began to cost-share provincial programs in health, income support and social services. This created a mood of optimism within the province and things that it seemed impossible to achieve became possible and ....”successive governments and ministers were willing to undertake new social reforms.”<sup>11</sup> This atmosphere permeated voluntary and community organizations and, of course, the Association. Although the Association would maintain its advocacy role and relationship with government during this period of optimism, much of its energy would be directed during the 1960’s and the 1970’s to its own internal needs and struggles as an organization.

For Government and specifically the Department of Social Services, things began to change when the Canada Assistance Plan was replaced by the Federal-Provincial Fiscal Arrangements and Established Programs Financing Act in 1977. The days of plenty were over and the Federal Government sought to contain what were perceived as uncontrollable costs of social welfare programs and spending by the provinces. Money became tight, less available and the focus began to shift toward “workfare” (getting people into jobs and off welfare) which had come into vogue in the United States and several other countries. Shallowly buried public views and attitudes toward welfare recipients as undeserving started to emerge more vibrantly again.

As things became more difficult, the Association’s advocacy role became more vigorous in advocating for the poor. The Association, along with other community organizations and groups, spoke out publicly against changes in social welfare legislation and programs. Although there was more tension between Government and the Association, during the late seventies and through the 1980’s the professional ties of the deputy minister and senior civil servants tended to offset the negativity in the relationship.

Fred MacKinnon’s successor in March, 1980 was John Angus Mackenzie. Mr. MacKenzie was a graduate of the Maritime School of Social Work and a long time staff member of the Department. In October, 1985 when Mr. MacKenzie left the Department for the Senior Citizens’ Secretariat, he was replaced for a short period of time by Miss Gwen Pickering as Acting Deputy Minister. Gwen Pickering was a graduate of the Maritime School of Social Work in 1962 and a staff member of the Department from 1943 onward. These individuals were professional social workers who had a solid knowledge of and commitment to social work and social welfare. The appointments were made from within the senior staff of the Department most of whom were professionally trained social workers.

Following Gwen Pickering the new deputy minister was a professional educator and a former deputy minister of education. His appointment marked the beginning of a major change in the Department and in the relationship between the Department and the professional association. Successive deputy ministers since then have come from varying professional backgrounds such as education, military history/strategy, accounting and law. Well established in their own professions they have brought with them very different perspectives rooted in their own professional education and experience. Generally, to some degree, all have been lacking in understanding of social work, social policy and the broad field of social welfare. Whether or not the appointment of professionals who are not social workers to the position of deputy minister responsible for social services denotes Government’s lack of respect for and understanding of the social work profession is a question raised

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<sup>10</sup> Ibid., page 107

<sup>11</sup> Ibid., page 94

but unanswered. It appears to have led to a devaluing of social work as a profession within the government department with the major responsibility for social welfare.

Obviously, the relationship between Government and the Association has changed over the decades and particularly in the last few. In many ways change has been a positive thing brought about by a growth in both entities. The Association has matured as an organization both in terms of structure and breath of responsibility. The 1990's saw a major shift with the introduction of licensure. As a result of that move social workers who wished to practice in Nova Scotia had to be registered so, de facto, that meant registration became mandatory rather than voluntary. The change caused a period of dissension within the Association, between the Association and non-professionally educated social welfare staff in government and the private sector and between government and the Association in relation to determining who was eligible for membership in the Association under the new rules. What is today the Department of Community Services underwent change – expanded or new programs, new structure, new deputy ministers and ministers. Although social work staff continued to support the Association, the highest levels within the Department were no longer staffed with professionally educated social workers so that attitudes toward, experience and understanding of the social work profession were and are significantly different.

In 1999 the Association hired a Research Assistant, Graeme Fraser,<sup>12</sup> two days a week to help the Executive Director, Harold Beals, and the committees of Council with their work. His role was related mainly to the fulfillment of the Association's advocacy mandate, particularly in working with community organizations and groups. Although this position became that of Coordinator and could have become fulltime, Mr. Fraser preferred to work only three days a week and Council supported him in doing so. A considerable portion of his three days per week was spent acting as the Association's liaison with the Department of Community Services.

Today, as we near the end of another decade there is still a relationship between the Association and Government. During the first part of the decade of the 2000's regular meetings have been held between the Association and the Department of Community Services. Generally, they have been attended by senior staff of the Department and, when available, the Deputy Minister. The Association is usually represented by the President and the Executive Director, although from time to time other members are present. In conversations with former Presidents and Executive Directors, it was stated that for the most part the meetings are centered on the exchange of information and occasionally a discussion of common interests and issues.

The Department of Community Services is said to currently be risk oriented in all program areas and the respect for NSASW and social work in general in the Department has eroded over the last several years from the senior management level down. This is seen in the fact that many positions throughout the department no longer require social work education and few of the senior staff in the Department are professional social workers. Their attitude toward the profession of social work in terms of consultation with the Association on social issues is negative.

Due in part to events in the Association – eg., departure of the Executive Director, personnel problems, hiring of a new Executive Director – the energy and attention of the Council and senior staff has been inward. Consequently, there have been no regular meetings between the President of the Association and senior staff of the Department for over a year. There have, however, been issue specific meetings between senior staff in the Department, the Executive Director of the Association and the Registrar in relation to legislative changes to the Act.

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<sup>12</sup> Prior to joining the NSASW as an employee, Graeme Fraser was the District Supervisor of the Sackville District Office of the Department of Community Services. He joined NSASW following his retirement from that position and brought with him an extensive knowledge of the Department and a large breath of contact with its employees. Mr. Fraser retired from the NSASW in 2009.

The relationship between the Department and the Association at the time of writing has been described as collegial and cordial, however; according to representatives of the Association who have attended the meetings, there have been no thorny issues raised/discussed that would provoked other than a cordial relationship.

### **The Maritime School of Social Work**<sup>13</sup>

There have definitely been many connections between the MSSW, Government and the professional Association. People such as Ernest H. Blois and Samuel Prince were fervent believers in professional education for social workers. They saw a need for the availability of professional social work education within Nova Scotia and were motivated to make it a reality. They were a driving force in the development of the Maritime School of Social Work, lending their efforts to that cause and also supporting the development of the professional association.

Dr. Prince has been described as a man of tenacity<sup>14</sup> and, indeed, history has proven that he was. There had been a growth spurt in social programs to some extent during but particularly after the Second World War and a pressing need for professionally educated social workers in all areas. The only schools of Social Work available to Nova Scotians were in Vancouver, Toronto and Montreal. Few Nova Scotians availed themselves of those facilities and those who did often did not return to the Province. So, to Dr. Prince the solution to the problem was to have a School of Social Work in Nova Scotia. Accordingly, he set out to gain support for his idea by approaching religious groups, universities, labour, business and, of course, Government. He was a very persuasive man.

People such as Dr. R.V. Harris (Barrister), Colonel S. R. Balcom (businessman), Mr. Justice W. L. Hall, the Honourable Angus L. MacDonald (Premier), the Honourable J. Fred Fraser, Mr. E. H. Blois and Sister Francis d'Assisi (Principal of Mount Saint Vincent College) rallied to support Dr. Prince in the development of a School of Social Work and their names are inscribed in the annals of the School because of Dr. Prince's steadfast efforts. In addition, Dr. Prince had tremendous support from the small cadre of social workers in the Province such as Fred MacKinnon, Miss Gwendolyn Lantz (CAS of Halifax), Mr. James Lovett (Federal Government), Miss A.M.S Ward (Y.W.C.A.), Miss Gwendolyn V. Shand (Halifax Welfare Council) and Sister Louise Adelaide (Dept. of Sociology, Mount St. Vincent College).

The Legislature of Nova Scotia passed a bill to incorporate the Maritime School of Social Work on April 5, 1941. There was very little in the way of funds to establish the School, no space for classes but, that did not stop Dr. Prince or his cohorts. Shortly after the Legislation passed, the first Board members – Mr. E.H. Blois, Chairman; Reverend Dr. Curran, Vice-Chairman; Mr. R.V. Harris, Secretary; and the Honourable J. Fred Fraser, Secretary - were appointed.<sup>15</sup> Within a few weeks the Board was enhanced by the appointment of the following members: Clara Caie, Halifax and J. E. Belliveau, Yarmouth representing the Acadian population; Dr. M. R. Elliott, Wolfville, Chair of the Board of Governors of Acadia University; and, Mr. Manual I. Zive, Halifax representing the Jewish community.<sup>16</sup> It was, indeed, an eclectic group of individuals who came together on that very first Board.

With Mr. E.H. Blois as Chair of the Board, there was a very obvious connection to Government. In addition, Fred R. MacKinnon, Assistant Director of Child Welfare, and the first President of the Mainland Branch of

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13 The history of the Maritime School of Social Work has been well documented in SAMMY - the Prince by Leonard Hatfield and The Story of the Maritime School of Social Work 1941-1969 by Lawrence Hancock.

14 SAMMY – the Prince page 41.

15 Ibid., Hancock, page 13

16 Ibid., Hancock, page14

CASW became the first Registrar. This was a volunteer position as were all the other administrative and teaching positions at the MSSW for the first few years of its existence. Like a number of other professionally educated social workers such as Gwen Lantz, Gwen Shand and Ada Ward; Fred MacKinnon also taught (1941-1970) at the Maritime School of Social Work. The roster of social workers who taught at the MSSW crossed over with those who were the first members of the Mainland Branch of CASW when it was established in 1944. In addition, members of the professional association provided a valuable service to the MSSW as field supervisors and instructors to students during their field placements in various community settings from those early days through the decades and continue to do so today.

From the beginning, aside from such matters as finances, space and university affiliation, one of the most pressing concerns for the Board was the eligibility of the graduates for membership in the Canadian Association of Social Workers. With the assistance and support of the Halifax/Mainland Branch of CASW, the MSSW applied to CASW in 1943 for recognition of its graduates. Approval was not granted based on the fact that the MSSW had no permanent staff. The records show that in the years prior to approval being received this matter would diligently and continuously be brought before the CASW Board by the various representatives of the Nova Scotia Branch.

Phyllis Burns was hired as the first full-time staff member of the MSSW in 1944. A native Haligonian and a graduate of the University of Toronto School of Social Work, Phyllis was appointed Assistant Director (Dr. Prince was still Director.). In addition to the duties related to that position, she taught classes, acted as Registrar and oversaw child welfare instruction and general supervision of case and field work.<sup>17</sup> She was also a very active in the group working to establish the Mainland Branch of CASW and served in various capacities within the organization. Finally in 1946, two years after Miss Burns was hired and with the continued effort of the Mainland Branch representative on the CASW Board, the CASW agreed that graduates of the MSSW would be eligible for membership in the national association.

It was also in 1946 with the appointment of Ada Greenhill that one more permanent staff member was added to the staff of the Maritime School of Social Work. Ada Greenhill like Phyllis Burns would be active in the Mainland Branch and served on the Executive.<sup>18</sup> Having two permanent staff members was, however, a short lived situation when in 1947 both resigned. At that point Francis Montgomery joined the staff as Assistant Director and later, from 1949-50, she would serve as Director. Francis remained at the MSSW for twelve years during which time she not only brought about many changes in the curriculum and the School in general but in addition served in several positions on the Mainland Branch of CASW and represented the Branch on the CASW Board.<sup>19</sup>

Mr. Lawrence Hancock, the Superintendent of the Nova Scotia School for Boys which was operated by the Department of Welfare, was appointed the full-time Director of the MSSW in 1949 but actually did not assume that post until 1950. He spent the period from June, 1949 until June 1950 at the University of Chicago where he obtained a Master's Degree in Social Services Administration. He remained at the MSSW as Director until his retirement in 1973. The University of Chicago was the alma mater of his mentor and close personal friend, Fred R. MacKinnon. Here was a long term connection between the MSSW, the Department of Welfare and the Association of Social Workers. Lawrence Hancock would serve in various capacities as a member of the Executive and on numerous committees in the Association throughout his career and was devoted to promoting and fostering the growth of the profession of social work.

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17 Hancock, page 34.

18 NSARM, Folder 276.1 – Professional Association CASW General 1932-65

19 NSARM, Folder 289.6

During the 1950's the efforts of the two entities – the MSSW and the Association – were intertwined and mutually supportive. A major focus of the Association was the abolition of the Elizabethan Poor Law, the Poor Relief Act. In addition there were other issues of concern such as the education of social workers, the need for more professionally educated social workers, qualifications required for social work, membership issues and the need to change the public's perception of social work. All of these were of concern to the MSSW as well and the Association was supported in its efforts to bring about change by the Board and the staff of the School. In turn, the MSSW was seeking stability in terms of funding, finding a permanent home, university affiliation; recognition of its graduates by CASW, enhancement of its teaching staff, and the recruitment of students. Support for its endeavors was forthcoming from the members of the Association and the still small but growing social work community in Nova Scotia. After all the bulk of that community were graduates of the Maritime School of Social Work. Below are four graduates of the 1953 graduating class with their professor: (l-r) Shirley Cunningham; Professor Frances Montgomery; Mary Manzer; Harold Crowell; and Charlotte Boates. (photo courtesy of Harold Crowell)



During the 1960's and 1970's the relationship between the MSSW and the Association continued to be a valuable and mutually beneficial one for both parties. When Lawrence Hancock retired in 1973 he was replaced by Daniel O'Brien as Interim Director until July, 1974 when Cuthbert "Giff" Guifford was hired as Director<sup>20</sup> and things continued to flow smoothly between the two entities. Graduates of the MSSW filled all levels of the Association from top to bottom and were proud and supportive of their alma mater. A number of them were also lecturers at the School, supervised field placements, were on the Board and/or active members of the alumni.

When matters such as the desire of MSSW to gain accreditation through affiliation with a single university came to the fore, the Association was supportive. For example, in 1967 the President of the Association wrote a letter<sup>21</sup> to the Board of Trustees of MSSW in support of the School's pursuit of affiliation with Dalhousie University, encouraging the Board to move forward with the matter. People from the MSSW such as Joan Cummings assisted the Association in doing the initial work for incorporation. As a result of that work the Legislature passed "An Act Respecting the Practice of Social Work" on March 21, 1963.

In the 1970's there were several further significant occurrences in the relationship but only two are highlighted here. The Association concerned about on-going professional education for social workers began negotiations with the MSSW in 1971 to develop an extension program at the School. The Association even went so far as to garner support for the endeavour by writing to the President of Dalhousie University in September, 1973 to gain his support in having the School address the need for continuing education for social workers. Eventually, this would lead to a continuing education arrangement between the School and the Association.

The other event relates to licensure which the Association had been discussing for sometime with varying degrees of intensity and which was rising to the forefront again in the 1970's. The Association's Committee on Licensure, in an effort to gain a greater understanding of the whole issue and structure, sought the help of MSSW. A proposal was made to the School to develop a field placement for a social work student with the purpose of examining and clarifying various models for licensing social workers and prepare a Report for

20 Our thanks to Dr. Joan Gilroy, Director of the Maritime School of Social Work from 1990 – 1996 for providing the list of Directors of the MSSW from 1941 to the present. The list is contained in Appendix-13

21 NSARM, RG 72, vol. 17, file #41.

the Committee. The negotiations were successful and Gail Daniluk, a second year policy planning student supervised by Dr. Fred Wien was assigned to the task.

By 1979 the Association and the School still had a close relationship and the Association was represented on six committees at the School. Although at this point there does not appear to have been a formalized relationship; that is an appointment of a representative to the Council of the Association, the School was represented on the Council by the Director and members of the staff who served on the Association's Board and Executive and on committees. There was also a student representative from the School on the Council. It appears from the records of Council meetings that it was sometime between 1984-1986 when MSSW representation became an official part of Council.<sup>22</sup>

As can be seen from the chapter "The Road to Licensure", the Association's attention during the 1980's was very much focused on the matter of licensure. An ad hoc committee of Council was struck in 1982 to survey the membership on the various options for regulation. The survey showed that most members favoured greater regulation and from that point on the work intensified. Meetings were held with members of the Association, academics and government.

This was an issue which provoked heated debate and discussion amongst Association members and non-members, in the Dept. of Social Services and at the Maritime School of Social Work. Everyone seemed to have an opinion on what should be done and there were strong advocates for and against regulation. Dr. Fred Wien was Director of the MSSW at the time. When he met with the Licensure Committee in 1984 he cautioned the group to try and avoid a split among those with differing views on regulation and noted that even at the MSSW there were those who did not support such a move.

The predictions made at that 1984 meeting became reality as the debate on licensure continued and the Association moved closer to bringing it to fruition. Licensure became a divisive issue between the leadership of the Association and a small portion of the MSSW faculty who were not members of the Association. This vocal group viewed licensure as a measure which would allow the Association to exert too much control over the profession. This would have an impact on the relationship over the next several years but was not a major impediment to its continuation.

When the new Social Workers' Act was passed by the Legislature on November 25, 1993 it provided for representation from the Maritime School of Social Work on the Board of Examiners. Since the Board as the regulatory body would control entry to the profession in Nova Scotia, this was a significant move.

Obviously, the introduction of licensure meant major changes for the Association. The year following was an implementation period when certain tasks had to be undertaken and new pressures would emerge. The legislation contained a grandfathering provision and that, along with regular applications for licenses, swamped the Board of Examiners with a massive workload. In addition, the 1995 graduating class from MSSW was the first one following the implementation of the new Act and that meant that the Board had to gear up for the newly required period of candidacy. The Board had to turn its attention to working out the arrangements and requirements for candidacy, as well as coping with the overwhelming application process.

It must be noted that the legislation also brought with it the need for staff in the Association. In the Fall of 1994 Harold Beals was hired for three days a week as the first Executive Director. This position would eventually increase time wise until it became a full-time position in 2000. This was a major change for the Association

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<sup>22</sup> The Minutes of the 1985- 86 Annual General Meeting indicate that Daniel O'Brien was the MSSW representative on Council. This appears to be the first time that mention was made of an official representative from the MSSW.

which had previously been reliant solely on its volunteer President and Secretary<sup>23</sup> to act in that capacity. There was now someone on a staff basis to form an on-going relationship between the Director of the Maritime School of Social Work and the Association. To some extent the personalities of the two directors would affect the nature of the relationship.

At the 1994 Annual General Meeting of the Association, Louise Calder (Ghiz) Director of Continuing Education at the Maritime School of Social Work, made a motion to the effect that NSASW members be asked to pay a \$25.00 levy in addition to the annual membership fee. The levy would be transferred to Continuing Education at the MSSW to assist in the provision of on-going professional education for members of the Association. The \$25.00 could be used as a credit toward the registration fee for any workshop offered by the Continuing Education Program. The motion was passed with the understanding it would not be implemented until 1995. This arrangement would work well for a few years until the Association reached a financial crisis in 1998. That year a special meeting was held on October 24 to deal with the problem. One of ways in which the Association could gain some money was to end the arrangement with MSSW and add the \$25.00 to the membership fee and that was the direction it chose to take. This was an item which could have caused a major split with the MSSW fortunately the School recognized and understood the financial crisis and dilemma the Association was experiencing and the arrangement came to a cordial end. It was, however, not the end of the Continuing Education Program's valuable contribution to the on-going education of professional social workers and to this day members of the Association avail themselves of the many courses/workshops offered.

In 1998 as has been previously mentioned in Chapter (1990's), the Association formed a Liaison Committee to deal with issues affecting both the MSSW and the Association. It acts as a coordinating body for the various representatives of NSASW serving on committees at MSSW such as the BSW and MSW Committees, Continuing Education and the Advisory Committee. This provides a cohesive voice for NSASW in relation to MSSW.

There have been areas of tension between the NSASW and the MSSW. Some have already been mentioned but, others such as how to measure social work skills to determine competency resulted in an impasse and was eventually dropped by NSASW as an issue for discussion. Candidacy is another issue which has continued to be a thorny one between the two entities. Emanating from the MSSW, changes in theories and their implications for practice is an issue at times for discussion and disagreement between the NSASW and the MSSW.

The first decade of the 2000's has been marked by a good working relationship with the MSSW. Wanda Thomas Bernard, the Director of MSSW, represents the School on the NSASW Council which also has a student member. Dr. Bernard has been supportive in dealing with sensitive issues between the two entities such as the fact that even if they are graduate social workers members of the MSSW staff do not have to be members of NSASW and thus registered social workers. NSASW has been invited to participate in events at the MSSW and continues its work on committees.

In spite of the tensions that wax and wane, the relationship between the MSSW and NSASW has been solid, cordial and mutually beneficial to both organizations since the 1940's. The MSSW which is part of the largest university in the Province, Dalhousie University, is the primary educational institution for social work in Nova Scotia. Given this fact, if the NSASW wishes to have a continuing voice and influence in the education of social workers in the Province, it must ensure it maintains a solid working relationship with MSSW. In the same vein, the MSSW should continue to view its place on the NSASW Council as valuable in terms

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23 Over the years this position went from being entirely a volunteer one to one which paid a stipend and then became a full-time paid position.

of connecting with and benefiting from the professional social work community in Nova Scotia. That the relationship has endured since the 1940's is a credit to the many individuals who have represented both organizations through the decades.

### **Association of Black Social Workers**<sup>24</sup>

In a similar vein to the NSASW, the Association of Black Social Workers in Nova Scotia has a history which began with the dedication and commitment of a small group of individuals, some rough, sparse years of development and finally the establishment of a successful organization. It all started in the mid to late 1970's in Montreal.

Black social workers, one of whom was Wanda Thomas Bernard, employed in an organization know as Batshaw Youth and Family Services in Montreal expressed concern to the agency about services to and policies related to Black families. This led to a meeting in 1976 with one of the agency's managers at which time the manager proposed that the group work toward the establishment of a Chapter of the United States based National Association of Black Social Workers. Unfortunately, the manager who had agreed to spearhead the organization of the Chapter left the agency before the work was done. Undeterred by the setback Wanda Thomas Bernard and a colleague, Enid Dixon, attended the Annual Meeting of the National Association of Black Social Workers (NABSW).

Returning from the Annual Meeting of NABSW, the two recounted their experience to their colleagues and with their help decided to organize a Chapter of NABSW in Montreal. Within a short time, however, the group recognized they had some distinct cultural differences with the American organization and were also concerned about the cost of membership fees and expenses. They decided to obtain a national charter as the Association of Black Social Workers of Canada and were successful in doing so. Although the organization would soon disband, its establishment and the group's experiences with NABSW would serve as a foundation for the formation of an organization in Nova Scotia.

In 1977, a former NABSW intern, Maxene Sheppard, decided to return to her home in Nova Scotia. Upon her return she discovered that Black social workers in Nova Scotia were experiencing many of the same problems and had the same or similar concerns as to Black social workers in Montreal. Knowing that the NABSW of Canada was in the process of disbanding, Maxene asked permission to transfer the organization's charter to Nova Scotia. Her request was granted and in 1979 the Halifax Chapter of the ABSW was founded.

There were four founding members of the ABSW in Nova Scotia: Maxene Provost Sheppard, Frances Mills Clements, Althea Tolliver and Dr. Wanda Thomas Bernard. These women shared a vision of the way in which social services could be delivered to Black Nova Scotians and saw the ABSW as a vehicle to bring Black social workers together to inspire others and lead the way in advocating for change

The early years of ABSW were filled with struggle. First and foremost, the organization was treated with suspicion not only by Government and community organizations but by potential members. It was viewed by some people as an organization with political aspirations and underpinnings thus creating a situation in which potential members were afraid to join for fear to do so might negatively effect their employment. In addition to the suspicion cast upon the organization were two other facts: there were few Black social workers in Nova Scotia and the potential for more was dim since the Maritime School of Social Work was graduating very few Black social workers. Those who did graduate from MSSW often left the Province to seek employment. These

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24 Much of the material for this section was drawn from the book, Fighting for Change – Black Social Workers in Nova Scotia edited by Wanda Thomas Bernard, Pottersfield Press, East Lawrencetown, Nova Scotia, 2006.

facts meant that the goal of increasing membership in ABSW was not the success the four founding members had hoped it would be and they were left to persevere on their own.

The relationship with the Nova Scotia Association of Social Workers also got off to a shaky start. Maxene Sheppard<sup>25</sup> recalls receiving a telephone call from the NSASW office challenging the ABSW use of the term “social worker” in the organization’s title. This was related to the fact that some of the members of ABSW did not have social work education and would not qualify for membership in NSASW.

ABSW operated from 1979 to 1984 with its four founding members carrying the burden of the work to be done. They were able to bring about some systemic change and create an awareness of the social service needs of Black children and families. However, by 1984 all four were worn out from their efforts and struggles on behalf of the organization and Black Nova Scotians and had to give up the organization for a period of time. From 1984-88 the ABSW was inactive.

1988 brought new life to the organization when the Department of Community Services released a Task Force Report on Services to Families and Children which neglected to mention little, if anything, about Black families and children and their needs. The impetus created as a result of the Report revitalized the ABSW and since 1988 it has grown and flourished as an organization.

Social workers who were and are members of ABSW were always eligible for membership in the NSASW and over the years many have joined the sister organization and taken an active part in it. With the advent of the new Social Workers Act in 1993, Black social workers like all other social workers in Nova Scotia have to be registered and members of NSASW in order to practice in the Province. Members of ABSW have served as President of NSASW, on Council and on various committees of the NSASW thus making extremely valuable contributions to both organizations.

Since the early 1990’s the ABSW has had a permanent seat on the Council of NSASW. This has given Black social workers a voice in the larger organization, provided for an on-going exchange of information between the two organizations and offered a mechanism for addressing any issues or conflicts which may arise between the two. It also provides ABSW with opportunities to educate the larger social work community about the issues facing African Nova Scotians. For example, in 1997 in conjunction with NSASW, the ABSW organized a Conference on the topic Africentric Perspectives in Social Work Practice which was open to all social workers in Nova Scotia.

Whatever ill feelings between the two organizations were generated in the early days of ABSW seems to have dissipated. Both NSASW and the national organization, CASW, have recognized the valuable work accomplished by the ABSW. In 2002 the CASW presented ABSW with a national award for its “outstanding contribution to the profession.”<sup>26</sup>

During the decade of the 2000’s the relationship between the ABSW and NSASW, although not close on a daily working basis, has continued to be mutually beneficial to both organizations. The NSASW website contains a link to the ABSW website thus providing an easy method of access for members of the respective organizations. Although NSASW does not have a reciprocal membership in ABSW, the Executive Director of NSASW has attended the ABSW Annual Banquet and the ABSW has presented NSASW with an award in recognition of their on-going partnership.

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25 Ibid., page 24

26 Ibid., page 32

From the bits and pieces of information gleaned about the relationship between the two, it continues to be a work in progress. The relationship has achieved stability and mutual respect but it is still young being not yet quite 25 years old. As each organization continues to mature and change perhaps a closer working relationship will evolve.

### **Université Sainte-Anne**

The newest relationship NSASW has established is with the only French language university in Nova Scotia, Université Sainte-Anne. This small university<sup>27</sup> is located in the Western part of Nova Scotia in the village of Church Point. In 2005 the university began a social work program in conjunction with Laurentian University in Ontario.

During the consultation phase related to the establishment of the program, the Université Sainte-Anne contacted NSASW with a request for a letter of support to be included in their Francophone BSW Program Project Report. The letter was provided. However, at the time of the discussion there was a conversation between Harold Beals, the Executive Director of NSASW and the consultant for the University about the possibility of the university being given two seats on the Council of NSASW. One seat would be for a staff member from the BSW Program and the other for a student. It was agreed that once the Francophone BSW Program was operational the prospect of two seats on Council would be raised again with the Council.<sup>28</sup>

In the intervening period Mr. Beals retired as the Executive Director of the NSASW and Susan Nasser became Executive Director. Susan has stated that while the program was being developed, Janelle Comeau a member of the university's staff was as well a member of the NSASW Council representing the Western Region. Janelle kept Council informed of the progress being made toward the implementation of the new program and stimulated interest in it among Council members.

Susan<sup>29</sup> felt that because Ste. Anne's was the only other university in Nova Scotia, aside from Dalhousie, to offer social work education, it should have formal representation on the NSASW Council. Based on previous discussions, as well as, her own views she took a proposal to Council to have two representatives from Université Sainte-Anne as members of the Council. The proposal was approved and in 2007 the Regulations to the Social Work Act were amended to provide for representation from the staff and student body of the BSW Program at Ste. Anne's on the Council.

This relationship is a very new one but according to the university it has been a beneficial one for them for the following reasons:

- it has provided access to student membership and the opportunity for field trips to the Association for student exposure to NSASW;
- a representative is on the Board of Examiners and is a member of the Disciplinary Committee; and,
- being on Council allows for the dissemination of information between the two organizations, as well as, the opportunity to keep abreast of current issues

From the point of view of NSASW, the inclusion of the Université Sainte-Anne on the Council provides the organization with an opportunity to be involved in the BSW program at the francophone university, to have an information exchange with the university and to involve the francophone community more closely in the activities of the NSASW. It brings a new perspective to the NSASW and is a mutually beneficial relationship.

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27 The student population is approximately 600.

28 Our thanks to Jacqueline Kenny BSS, M.ED., RSW Coordinatrice du Baccalaureat en Service social, Université Sainte-Anne, Halifax Campus for this and other information.

29 Conversation with Susan Nasser October 28, 2010.

Because the relationship between the two entities is a relatively new one it remains to be seen how it will unfold as time goes on.

### **A National Relationship – CASW**

What has not been addressed in this chapter is the lengthy and extensive relationship NSASW has had with the national body representing social workers in Canada – CASW. It would be remiss of the authors not to mention this relationship briefly.

The relationship in itself could be an entire document because from its inception as CASW branches, the provincial organization has been supportive and a very active member of the CASW Board of Directors. Members of NSASW such as Gail MacDougall and Veronica Marsman, have served terms as Presidents of the national organization.<sup>30</sup> In turn, the Nova Scotia Association organization has relied on the national body for assistance with various issues and concerns. Without going into detail about the relationship, suffice it to say that like all the other alliances the Association has had, there have been periods of disagreement. For the most part, however, these have been offset by the mutual respect each has for the other. The upheavals have usually been related to fees – those NSASW must pay in support of the national organization – and the financial well being of each organization.

Today, the national organization is undergoing self-examination and change. It is experiencing a period when some provincial organizations are threatening to or have opted out in terms of membership. This is a serious threat to its continued well-being, if not existence.

As a member, NSASW has always been steadfast in its belief in and support for the CASW but whether this will be the case in 2010 and future years is as yet unanswered. It will depend on the extent to which NSASW views the national organization as essential and vital to the future of the social work profession in Canada, as well as, the willingness of the CASW to change and address the issues/concerns raised by the provincial associations.

### **Summary**

NSASW has never formed a relationship that was not worthwhile. Whether to fulfill its advocacy role, further education in social work, support its members in continuous learning and upgrading their professional skills, maintaining a persona for the social work profession with Government, other professional organizations or the Public; NSASW has continued to strive for decades to meet its goals and objectives as a professional organization. Most, if not all, the relationships have proven to be successful but, the most vital of all is with its own members.

As this document shows, through its history NSASW has continuously sought to engage its members, to cement with them the necessity and worth of a professional social work organization and value its continued growth as a professional body. Much of the organization's energy has been dedicated to this end. Now, some sixty-six years after its original formation this still appears to be the case. It remains to be seen whether in the next decade the relationship between the NSASW as an organization and its members will undergo positive change.

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30 Gail MacDougall served as President from 1989 to 1991 and Veronica Marsman was President from 2005 to 2009.

## Chapter – 9

### **A Glance Back: A Look Toward the Future**

Today the Association has reached a pinnacle in its development. It is through the first decade of the 2000s and at the beginning of the second decade. The membership of the Association numbers 1,768<sup>1</sup> which is certainly far beyond the expectations of those few social workers who began the Nova Scotia Branch of CASW, the precursor of today's organization. From these humble beginnings the organization has developed and weathered some stormy and uncertain times to achieve a solid foundation.

#### A Glance Back

Not to repeat all that has been written previously but rather to concisely summarize, it can be said that in each decade since the NSASW came into being in 1963 there have been one or two pivotal issues which have held the attention of the organization's governing body and its members. This is not to say there have not been other things to deal with as this history so clearly illustrates but, it has been the most visible issue or issues of the decade that have consumed much of the attention and the energy of the Association.

In the 1960s attention was centered on creating and building a provincial organization. The mundane but vital work of getting legislation in place and passed, creating a foundation or organizational base, dealing with fees, membership requirements, building committees, trying to involve members in the creative process were all part of that first decade as a provincial association. It was a time when, to a large extent, the focus was inward on building inner strength and encouraging organizational growth.

The trend to concentrate major effort inward continued in the 1970s when the NSASW experienced the tug and pull of diverse opinions amongst its members on who should be a member, the emerging discussions on licensure and mandatory registration, restructuring of the relationship between NSASW and CASW and a host of other matters that can be considered growing pains for a relatively new organization. As these struggles continued of even more significance was the attention placed on member apathy and lack of engagement in building a strong, dynamic organization. This was a matter that plagued the Council throughout the decade and to which a satisfactory solution to the problem eluded every effort to address it.

Perhaps the 1980s can best be considered the decade of discussion and preparation for licensure. It was, however, a somewhat more balanced decade than the previous ones. Although the Association was engaged in licensure and matters related to it, considerable attention was also given to such areas as social action, professional development and communication with members. In other words, the issue of licensure did not completely overshadow the other business and activities of the Association during the decade.

Moving to the 1990s it is apparent that the first few years of the decade were without doubt a period when Council and members were most intensely engaged in the efforts leading to legislative change. The passage of the legislation which brought about licensure required tremendous follow up effort to put in place the structure, policies and procedures necessary to carry out the regulatory mandate. From 1993 onward this consumed the attention of Council and members of the Association. It also was a time which created much divisiveness amongst the membership and between the membership and the Council in relation to the implementation of the

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<sup>1</sup> Membership as of March 31, 2010.

legislation. Indeed, the old nemesis of member involvement and communication remained as an undercurrent in everything that was done. To add further to the problems, the NSASW and the social service workers in the Province, a number of whom had been employed many years in the social service sector, were at loggerheads over their exclusion from licensure and registration under the new legislation. By the middle of the decade although things had begun to settle somewhat with a new office, Executive Director and Administrative staff, there were still underlying tensions as NSASW continued its efforts to reorganize and grow to address its expanded legal mandate.

As has been noted in Chapter 6, the first decade of the 2000s has seen major changes occur already while some are still underway. For example, in 2009 a review of the organizational structure was undertaken and a new Executive Director hired.<sup>2</sup> Legislative review was underway which resulted in many changes to legislation particularly in relation to the Board of Examiners.

Even though the organizational review reaffirmed the continuation of the existing structure of NSASW where the professional body and the regulatory body, the Board of Examiners, coexist under the umbrella of the NSASW; organizational restructuring is taking place as a result of the review. A new policy governance model has been introduced and is being put in place based on the Carver model.<sup>3</sup>

Greater attempts have been made to involve members through the use of a broader range of communication modalities. In addition, the Executive Director and staff have reached out to members by holding regional meetings and open forums on-line. Although these attempts have had limited success, membership has and continues to increase and the organization appears to have achieved an element of financial stability. Also apparent in this decade is the NSASW's renewed commitment to social justice and social advocacy which are at the very heart of the organization.

With all that has occurred, it has been somewhat disheartening that the valiant work undertaken by the Executive and staff to meet on a personal basis with members at the regional level to solicit their views and thoughts on such matters as governance, Standards of Practice, social justice and social policies, has met with little success in 2010. As the Executive Director noted in a recent message to members in CONNECTION<sup>4</sup>, seven regional meetings were held but, only two of the meetings had any members in attendance. No members showed up for five of the meetings. This was a déjà vu situation harking back over the decades. Lack of member involvement has been like a thread woven through each decade and always raising unanswered questions such as: How can the Association instill in its members a desire to support the professional association by participating in and becoming engaged in Association activities? Is there a solution to the dilemma? Are professional social workers more apathetic about and less supportive of their professional association than those in other professions? What are the ramifications, if any, for the future of NSASW if this situation does not change? Perhaps a new look needs to be taken, such questions answered and the matter put to rest in the second decade of the 2000s.

#### Achievements<sup>5</sup>

Some decades have seen less progress than others since the beginning of the Nova Scotia Association of Social

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2 Robert Shepherd was hired as Executive Director replacing Susan Nasser on September 8, 2009.

3 For information on the Carver Model go to [www.PolicyGovernance.com](http://www.PolicyGovernance.com) or refer to any one of a number of books written on this subject by John Carver. Information is available on the website.

4 Nova Scotia Association of Social Workers, CONNECTION, vol. 16, No. 6, December, 2010. *Message From the Executive Director – A Holiday Dilemma*. Pgs. 1- 2.

5 We are grateful to Robert Shepherd who took the time in January, 2010 to examine and outline his observations of what has been achieved over the years by NSASW. Some of his material has been used as the basis for this section.

Workers but, in each decade there has been some progress made on its way to becoming the organization it is today. Much that is positive has been accomplished.

In the beginning the organization was wholly a volunteer based and operated one. Volunteers ran the organization and did all the work. As staff began to be hired things changed and work was done with a minimum of staff support from a part or a full-time secretary. A metamorphosis has taken place so that today the NSASW is a professional organization with staff that is accountable for what they produce and do the work required with volunteer support and oversight.

Looking back at the history of the Association the focus was somewhat scattered in the first few decades. The Association tried to respond to and rise to the challenge of addressing every event, every issue and problem with which it was confronted or expected to speak out about publicly. From approximately the mid 1980s onward there was a noticeable change with the Association choosing and being more selective about the matters to which it gave attention. A lesser number of issues were the subjects of more in depth focus.

As the organizational structure has changed so too has Council's role. Today with professional staff to carry out the organization's mandate, the Council is able to channel its energy to establishing the direction, goals and objectives for the NSASW and monitoring the progress being made in reaching each of those goals, objectives and milestones. This is a trend which is being continued with the introduction and implementation of a new governance model.

Licensure brought with it a structure fraught with a lack of understanding of the role of the professional organization and the role of the regulatory element. The Board of Examiners appeared to be viewed by members as consuming all the Association's resources of both a monetary and non monetary nature and at the same time not being responsive to the needs of members. The Board was seen as threatening the well-being of the Association. It has taken almost two full decades for the animosity created to dissipate to the point where there is one cohesive organization, the NSASW, with two arms; the professional and the regulatory.

Obviously, there is a long list of accomplishments some of which are more significant than others. To sum up this section, however, it can be said that by the end of 2010 the Nova Scotia Association of Social Workers is firmly rooted as a professional association. It has gained respect in the community of professional organizations in Nova Scotia and has fulfilled the mandate it set out to achieve as:

- a professional organization ensuring the services its members provide to clients are offered with the highest standards in an ethical and professional manner - Protection of the Public;
- an organization which seeks to secure the best quality of programs and services for its clients, often speaking out on their behalf or on social issues in general on its own or in cooperation with community groups and organizations of similar mind – Seeking Social Justice and Undertaking Social Advocacy;
- an organization which studies changing social policies, programs and issues of the day and works with government, other social agencies and its constituents to ensure those policies and changes have a positive impact on the social service system and its clients – Promotion of Good Social Policy.

At a cursory glance it seems the NSASW has fully addressed the Mission it set for itself as follows:

*The NSASW promotes and regulates the practice of social work so its members can provide a high standard of service that respects social diversity, promotes social justice, and enhances the worth, self determination and potential of individuals, families and communities.*

Given all that has been achieved in building a professional association of social workers, the task now is to look ahead and speculate on what the future may hold for the professional association and professional social

workers in Nova Scotia.

### Looking Toward the Future <sup>6</sup>

No organization reaches complete perfection and NSASW is no exception. Similar to other organizations that wish not only to survive but prosper, the NSASW must meet the challenges of a changing society and a changing profession. This, of course, means that it must recognize the economic, political and social cultures that exist in this second decade of the 2000s, as well as, the expectations the public, government and other organizations have for NSASW. Only then will it be able to build for the future.

Remaining stagnant is not a viable option. The Nova Scotia Association of Social Workers must reinvent and revitalize itself as an organization. To do this it must welcome and embrace change. For some members and the organization as a whole, this may provoke discomfort and some negativism.

As has already been mentioned a new organizational structure which is based on a policy governance model is in the beginning stages of implementation. Council has made a firm commitment to this change. For the time being, however, the organization is a combination of the old structural model and mode of operation and the new policy governance model.

Although we cannot foresee exactly what will occur, we know that the change will result in a very different organization for NSASW. We can speculate that some of the outcomes may be as follows:

- Council is likely to shrink in size as its role changes to that of planning, establishing policy direction, setting standards and evaluation of the progress of the organization as a whole and of the Executive Director
- The committee structure currently in place will be replaced by ad hoc committees rather than the present system of standing committees. Members will be invited to volunteer to work on particular issues/concerns of interest to them as the need for such committees arise.
- The role of the Executive Director will encompass more time directed toward building a solid foundation for the organization and developing internal policy and procedures, all of which will be geared toward creating an organization which will run more efficiently.
- Inevitably, the policy governance model will mean legislative, By-Law and regulatory changes.

Along with everything else there are external developments impinging on the functioning of the NSASW and creating pressure for change. National and international treaties raise questions about and focus attention on elements now in place such as candidacy which contravene such Agreements. The NSASW has no option but to address such items. Candidacy requirements as they are now will have to be replaced and a new method found to maintain the professional standards set by the Association. Consideration may well be given to such things as the development of a different structure for professional development such as on-line study guides and courses for new members.

The organization cannot continue to function and grow in response to changing needs without fee increases and fee increases always provoke discord within the organization. As much as members dislike fee increases, they must recognize and be willing to address the funding needs if they wish to have a viable, vibrant and healthy professional organization.

One example of a situation which requires attention and money is the Board of Examiners. Over the last few years the Board has continued to experience an increase in the number of complaints it is receiving. Between

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<sup>6</sup> This section is based on a discussion between Robert Shepherd and the authors on April 15, 2011.

late 2010 and early 2011, a matter of a few months, the Board saw a dramatic increase of 18 complaints compared to 14 in all of 2009. Each complaint has to be investigated and, some eighteen years after the implementation of licensure, the Board does not have a full-time investigator. Last year it took an average of 9 months to resolve a complaint. This means that the social worker and the complainant both had to endure a lengthy process which should not have been that disrupting to their lives. Such a situation causes, at the very least, unnecessary stress. Since the regulatory function is legally the Association's responsibility and supports one of the main principles of the Association, Protection of the Public, it must provide the Board with the wherewithal to do its job effectively and efficiently. Such may also be the case with other areas of the Association but this one is particularly pressing as the decade progresses.

Social justice and social advocacy have always been vital components of the Nova Scotia Association of Social Workers. Given the government and public milieu of this and the last few decades these are areas in which NSASW must continue to be active and dynamic. New methods must be found for putting forth the Association's views on social issues and seek social change in a time of rapid societal adjustments and attitudes. Influencing policy makers through social activism without alienating them requires a delicate balance between aggressiveness in getting forth the Association's message and sensitivity and decorum in presenting the message. The NSASW has to be able to maintain this balance in order to effectively speak out in the best interests of the people its members serve. This is surely a topic for the future discussion within the Association.

All of the foregoing is just the beginning. Every decade or so the NSASW will have to re-examine where it is as an organization, look toward the future and plan to meet what it sees as emerging needs and requirements. There will, of course, be never ending challenges and opportunities. The organization's success or failure to meet those challenges and grasp opportunities will determine whether or not it survives this and future decades as a well-structured, organized and healthy organization.

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# The Nova Scotia Association of Social Workers

## Part II - Appendices

## APPENDICES<sup>1</sup>

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1 Documents used to compile the historical events of the NSASW were located in several different locations both within and outside Nova Scotia. Notes were made from the various archived material consulted. For example: the minutes of AGM's, Council meetings, committee meetings, annual reports, and newsletters stored at the NSASW office in Halifax in a container labeled, "NSASW Documents and Reports"; minutes of Council and AGM meetings located in binders labeled by years in the NSASW Library ; minutes from the CASW Board of Directors meetings and other material stored at the NSASW office in a container labeled, "CASW Documents and Reports"; minutes and reports of CASW Board of Directors meetings and CASW Mainland Branch meetings stored at the NSASW office in a container labeled, "Old CASW Files"; minutes and annual reports collected by Dr. Fred MacKinnon stored at the NSASW office in a container labeled, "Personal Papers of Dr. Fred Mackinnon"; material located at the Nova Scotia Archives and Records Management (NSARM) in Halifax; material located at the National Archives of Canada in Ottawa preserved by the CASW.

2 Our thanks to Joan Gilroy for providing this list. Please note that the appointment as Director runs from July 1 to June 30 each year.

## APPENDIX – 1 THE NATIONAL ARCHIVES OF CANADA in OTTAWA - CANADIAN ASSOCIATION OF SOCIAL WORKERS TEXTUAL MATERIAL

### PART 1 – ARCHIVED FILE MATERIAL

#### LOCATION INFORMATION:

**Finding Aid Box Number 1713**

**Control Number - MG 28, I 441**

**Archival Reference #R3418-0-3-E**

**MIKAN #109480, Volumes 24-37**

**MIKAN #98460; Volume 32, Files 11 – 20; Volume 33, Files 1 –5**

**MIKAN #98460; Volume 14, Files 17 – 21 (CASW Licensing and Registration Committee – notes in Part IV at the end of Appendix I on page 277 )**

**Please note:** MIKAN #109480, Volumes 24-37 was titled “Provincial Associations and Branches”. Files were arranged by provincial associations in alphabetical order followed by their provincial branch. For Nova Scotia the only branch recorded was the Nova Scotia Mainland Branch. There was no file for the Cape Breton Branch. The only reference to the Cape Breton Branch was the occasional report by the Cape Breton representative found in the minutes of the CASW Board meetings. Where found, any reference to the Cape Breton Branch has been noted below.

### DECADE - 1940's

#### Volume 24:

**File #17 – Minutes of the CASW Executive Committee (1928-47)**

- December 18, 1942 – Request to re-establish the Nova Scotia Branch (cancelled in 1935 after being active only four years). There were 8 CASW members in Halifax and 6 others in Nova Scotia and 2 in New Brunswick. What seemed to prompt the request was a question raised about the proper recognition of graduates of the MSSW at that time.
- February 5, 1944 – The CASW approved the request with the territory to be all of Nova Scotia with one provincial representative on the CASW Board.
- April 1, 1944 – The CASW Board received the names of the Branch Executive (names were not recorded).

Prior to the reformation of the Nova Scotia Branch there was early correspondence dated 1928 between Mr. H.O. Eaman of the Halifax Industrial School about the prospects of forming a NS Branch. CASW was anxious to form branches in order to strengthen the organization.

March 8, 1929 – Miss Mary Reid from the Montreal Branch visited Halifax to meet with local Social Workers to foster interest in setting up a NS Branch. However, by March 30, 1929 correspondence from Mr. H.O. Eaman stated that there was not much possibility of establishing a Branch in Halifax but holding out the hope that one could be established for the province.

April 15, 1929 – CASW approved a provincial Branch for Nova Scotia.

**Volumes 25 – 31** contain information related to other provincial associations and their branches.

**Volume 32:**

**File #'s 16 – 20 Contents** - CASW Nova Scotia Mainland Branch files – Material in the Archives concerning the CASW Nova Scotia Mainland Branch was located in Volume 32, files 16 - 20:

File # 16 - 1946-47 & 1949 - Nova Scotia Mainland Branch (Minutes)

- Contains minutes of the March 10, 1949 Branch meeting.
- Contains results of a questionnaire or survey on employment and personnel practices- Recommended: setting up a salary scale; job classification for private agencies: annual salary increments for private agencies; private office space for private agencies; compensation for overtime: coverage by accident insurance.

Mainland Branch minutes stated that Miss Greenhill, Chair of the Constitutional Committee, along with Sr. Gertrude Marie, and Francis Montgomery submitted a report dated March 10, 1949 on proposed amendments which changed the name of the branch from Nova Scotia Branch to Nova Scotia Mainland Branch with an area of all of Nova Scotia except Cape Breton.

File # 17 - 1948-50 - Nova Scotia Mainland branch (Membership)

- Contains a membership list dated July 1948 (35 members) - **see photo copy - also digital photo**
- Contains a list of branch officers and committee chairs for June 1950 – **See photo copy and digital photo.**

## **DECADE - 1950's**

File # 18 - 1952-54 - Nova Scotia Mainland Branch

- Letter from Sister Mary Clare. President of the mainland branch - dated May 8, 1954 which describes the success of the workshop on social work education.
- Factual information on Jane Wisdom (This information found in the records of the CASW at the National Archives in Ottawa in correspondence from Joy Maines to Frances Montgomery.)

**Academics:**

B.A. McGill University – Year not specified

1910 – Graduate from the New York School of Philanthropy

1922-23 – McGill University, Graduate studies in Economics and History

**Experience:**

1908-11 – Visitor – Montreal Charity Organization Society

1912-16 – District secretary, Brooklyn Bureau of Charities, Brooklyn, New York

1916-21 – General Secretary, Halifax Welfare Bureau; Supervisor, Halifax Welfare Commission; and Member of the Nova Scotia Committee on Mother's Allowance and Minimum Wage for Women. (Suggestion was made by Joy Maines that Ms. Wisdom was heavily involved in the aftermath of the Halifax Explosion during this period)

1921-23 – Lecturer, McGill School of Social Work; in 1922 was a newspaper columnist during the United Mine Workers strike in Cape Breton.

1923-39 – Women's Directory, Montreal

1940 – ? Welfare Officer, Glace Bay, Nova Scotia (the record ends here)

File # 19 - 1952-54 - Nova Scotia Mainland Branch (Minutes & Annual Reports)

- Branch officers named for 1952 – 1954 (**photo copied**)
- Branch officers named for 1954 (**photo copied**)
- In the 1953-54 Annual Report of the Mainland Branch the Secretary reported that the Branch met 8 times during the year and had an average attendance of 37 members per meeting out of a total membership of 77. The Branch had an interesting array of program topics which probably brought out the membership (e.g., half the membership attended the meetings during the year.)
- Principals noted in the correspondence – Joy Maines, Sr. Mary Clare, Francis Montgomery, and Florence Meilkie tried hard to communicate with each other. Reading the material you get the feeling that the people had great respect and personal involvement with each other. It was not unusual send personal comments about things happening in their lives mixed in with work issues.

File # 20 - 1952-54 - Nova Scotia Mainland Branch (Membership)

- Branch membership list dated June 1, 1952 (**photo copied**)
- Most of this file is membership correspondence to Joy Maines, Executive Director - CASW

**Volume 33:**

Material was also found in Volume 33, file #'s 1 – 5 relating to the CASW Nova Scotia Mainland Branch:

File # 1 - 1954-56 - Nova Scotia Mainland Branch (Minutes & Annual Reports)

- Branch Executive members (**photo copied**) – President, L.T. Hancock; Membership – Tom Blue; Publication – Andrew Cook; Program Evaluation and Planning – Frances Montgomery (MSSW); Ethics – Sister John Elizabeth (HGA); Service Standards in Group Work – Pauline MacDonald; Constitution – Isobel MacLellan.
- Branch Representative Report (**photo copied**) – Representative, Sister Mary Clare
- Number of members – 77

File # 1 (1954 –56) – The file also noted that Sister Mary Clare was the Vice-President and NS Branch Representative to the CASW Board of Directors and F.R. MacKinnon was Recruitment Committee Chair for the CASW Board.

**File #1 – 1954-56:**

- November 17, 1954 – at a Branch meeting with 48 members present the idea of a newsletter was recommended and endorsed.
- February 15, 1956 - The Mainland Branch meeting noted that Mr. Andrew Crook, Chair of the Public

Relations Committee, suggested the possibility of establishing a newsletter “to better communicate with the membership”. It was to be studied further.

- March 7, 1956 – Mr. Crook mentioned during an Executive meeting that a Branch newsletter will go out to the membership with a notice of the March Branch meeting.

File # 2 - 1954-56 - Nova Scotia Mainland Branch (Membership)

- Branch membership list dated November 16, 1955 (photo **copied**)

- Membership correspondence between the branch and CASW.

File # 3 - 1954-56 - Nova Scotia Mainland Branch – Correspondence between Branch and National office mostly regarding membership and fees.

File # 4 - 1956-58 - Nova Scotia Mainland Branch (Membership) – Correspondence between Branch and National office mostly regarding membership and fees.

File # 5 - 1956-58 - Nova Scotia Mainland Branch (Minutes & Annual Reports)

- Branch members ( **photo copied**)

### **Volumes 34 – 36:**

(Contents relate to other provincial branches in the CASW)

### **Volume 37:**

File #8 – 1958-60 – Sr. M. Alexandria was named President of the Cape Breton Branch in a list of all CASW branches. Also Sr. John Elizabeth was named President of the Mainland Branch. Complete resume of Francis Montgomery was found here covering the years 1925 to 1959 (**see digital photo**).

## **DECADE - 1960's**

### **Volume 32:**

Material from the Archives in Volume 32, File #'s 11- 15 relates to the Nova Scotia Association of Social Workers for the years 1964-72 (Includes minutes and reports).

### **Presidents names found in Annual Reports:**

1965 - Thomas Blue was President (**see photo copy**)

1966 - Daniel Johnson was President - Membership was 110 (**see photo copy**)

1967-1968 - 4<sup>th</sup> AGM – May 26, 1967 - Rev. Colin Campbell was President (**see photo copy**)

1968-69 – 5<sup>th</sup> AGM – May 27, 1968 - Rev. Colin Campbell was President - Membership was 115 (**see photo copy of Annual Reports**)

1969 – 6<sup>th</sup> AGM \_ May 24, 1969 – (**see photo copy**)

1969-70 - 7<sup>th</sup> AGM - Robert Ruotolo was President - Membership was 185 (**see photo copy**)

1970-71 - Daniel O'Brien was President

1971-72 – 9<sup>th</sup> AGM - Daniel O'Brien was President (**see photo copy**)

1972-73 - William Greatorex was President

Minutes of AGM's Found: May 29, 1965 (Antigonish); 1966 (Halifax); 1969 (Truro); 1970; 1971; 1972

Noted Contents of Minutes:

1965 - Freda Vickery was Nova Scotia Rep on the CASW Board

1966 – A report of the Provincial Director of the Cape Breton Branch to the CASW Board promoting a course developed by the Cape Breton Branch for Homemaker Assistants was endorsed.

1967 – a report to the CASW Board that the Cape Breton Branch was holding discussions with the local Medical Society regarding the need for better medical facilities especially in pediatrics. As a result it was learned that a modern diagnostic and treatment centre for industrial Cape Breton was in the works. The hope was for a social service department and more employment for medical social workers.

1967 - October copy of the Newsletter

February 1968 – Mention was made that the Mainland Branch and the Cape Breton branch were exchanging minutes to help improve communication between them.

1968 - October and December copies of the Newsletter - Jacqui Sumarah was Editor

April 1969 – The Cape Breton Branch met with Eric Finnis who conducted a study entitled: A study of Municipal Government in Cape Breton which considered the amalgamation of several municipal units into one.

1969 - Copy of the Newsletter - Sidney Johnston was Editor; Brief to the Hospital Insurance Commission recommending a social work consultant to be one of the staff to work at the Commission.

1970 - Copy of the Newsletter - Sidney Johnston was Editor; project was initiated for social workers to participate at the Halifax legal Aid Clinic

1972-73 - Statement of Salaries and Personnel Standards was approved (Social Worker I - \$7,500 - 10,500 (BSW); Social Worker II - \$11,500 - \$16,400 (MSW); Supervisor \$14,200 - 20,000 (MSW + 3 yrs. experience); Administrator - \$17,600.)

Newsletters: – Newsletters found for Winter 1970; Fall 1969; December 1968; and October 1967.

Special Program launched: Training program for Homemaker Assistants designed by the CASW Cape Breton Branch in March 1966.

File #12 Contents:

November 11, 1969 - "Brief to the Hospital Insurance Commission".

May 2, 1966 - Mentioned the appointment of Janice Drent as Executive Secretary and also the initiation of the Association's Newsletter.

Florence Phillpott was the Executive Director of CASW and Doreen Havey was Executive Secretary of NSASW during this period.

Files contain many pieces of correspondence between NSASW and CASW on a variety of subjects, e.g., membership insurance, private practice, recruitment material, definition of roles, etc.

File #13 Contents:

Copy of the 1970 Winter Edition of the NSASW Newsletter (**copy made**)

Copy of the Fall 1969 edition of the NSASW Newsletter (**copy made**)

File #14 Contents:

March 8, 1966 - Letter to CASW advising them of NSASW social action activities such as: Mainland Branch study of municipal social assistance; Study of the need for a public trustee; Concerns expressed about the location of the NS School for Boys in Shelburne such as availability of community services: visiting by parents and social workers, etc.

The Cape Breton Branch of NSASW also noted the establishment of a prison farm in Cape Breton; the setting up of a training program for domestics: the formation of a welfare council in the Sydney area.

Council produced a study of the provincial Social Assistance Act.

A copy of: "A Suggested Training Program for Homemaker Assistants" submitted by the Cape Breton Branch **(there is a copy on the archive file)**

File #15 Contents:

Copy of the 1968 October Newsletter **(copy made)**

Copy of the 1967 October Newsletter **(copy made)**

## **DECADE - 1970's**

File #11 Contents: (Also, see above for some 1970's documents included with 1960's)

November 15, 1972 - A resume of activities was sent out to members to advise them of what NSASW was doing.

(a) Brief to the Commission on Special Protection Services,

(b) Response to the Nova Scotia Health Council re: a report on a Coordinated Regional Health System:

(c) A public statement to support the Denturists Society's attempts to gain legal recognition.

August 10, 1972 - Contract with Royal Insurance Company to provide malpractice insurance to members of NSASW. A comment was made that this was the first such coverage in Canada for social workers.

December 14, 1972 - Letter from CASW at the request of NSASW exploring the use of examinations by other provincial associations - indications were that BC and Alberta were both experimenting with exams.

1973 - 1974 - "Statement of Salaries and Personnel Standards"

Social Worker I - \$7,500 - 10,500 (BSW)

Social Worker II - \$11,500 - 16,500 (MSW)

Supervisor - \$14,200 - 20,000 (MSW)

Administrator - \$17,600

1970 - 1971 - List of Council Members:

Daniel O' Brien - President

Robert Ruotolo - Past President

Edward Newell - CASW Representative

Branch Presidents - Freda Vickery (Mainland Branch): Ian MacLean (Northumberland Branch):  
Harvey MacEarchern (Cape Breton Branch).

May 24, 1969 - By-laws were revised to state that presidents of branches are also members of Council.

## **PART 11 – AUDIO/VISUAL RECORDINGS**

### **INTERVIEWS CONDUCTED BY KAREN HILL WITH SELECTED LEADERS OF THE PROFESSION**

Contains 117 audio cassettes (117 h) and 53 videocassettes (106 h). Fonds consist of oral history interviews by Karen Hill of social workers across Canada for the Oral History of Social Work in Canada project. The interviews were recorded simultaneously on audio cassettes and videocassettes during 1983 - 84.

Location information for the tapes in the NATIONAL ARCHIVES IN OTTAWA:

Karen Hill R5659-0-1-E

Item # 137199, A4 9902-0064 (1) also see:

A4 9902-0064 (2);

A4 9902-0065 (1);

A1 9902-0064;

A1 9902-0065

The interview by Karen Hill with Carol Proctor carried out on February 19, 1984 {VHS tape A4 9902-0064 (1)} was viewed to determine the relevancy of the information found on the tape to the goals of the NSASW History Project. The following is an account of some of the relevant information found.

Carol Proctor received a MSW degree in 1948-49. Graduated from Mt Allison University then applied to the Maritime School of Social Work. Frances Montgomery was a professor and Director of the school when she was there. Sister Mary Clare and Ada Greenhill were fellow students. Carol Proctor worked as overseer of the poor in the Nova Scotia government which granted money to families. The overseer was part of the legislation known as the Elizabethan Poor Act.

Two of Carol Proctor's colleagues were: Grace Reynolds and Edna Smith.

Carol Proctor spent most of her career in Moncton, NB at the Westmorland County Children's Aid Society. CASW required that a minimum of 8 – 10 social workers be available to set up a CASW Branch. New Brunswick and Prince Edward Island social workers joined together in order to get 8 – 10 members. Carol joined the Branch in 1949. Since there were very few social workers at that time the CASW Branch meetings were an important source for networking and support. Meetings were held in St. John and Moncton. Members went to PEI about once a year.

Social Work issues at this time were: Community problems; difficulty in receiving income assistance; adoption was not a good system – there were some black market adoptions and money was exchanged. The Branch

lobbied for more money for income assistance but Carol states that the Branch should have also tried to advocate for better jobs and education.

The Moncton Welfare Bureau was a volunteer board which looked at programs. It also investigated the need for

money and made recommendations to the city to distribute money.

### **PART 111 – MATERIAL LOCATED IN THE CASW NATIONAL OFFICE**

“PIONEERS IN SOCIAL WORK PROGRESS: ORAL HISTORY OF SOCIAL WORK IN CANADA” By Karen Hill, Volumes 1, 2, and 3, 1985.

This research by Karen Hill contains written interviews of well-known leaders in the social work profession and is located in the CASW office. Some of the social workers interviewed are listed below:

#### Volume 1:

John Eldon Green – February 11, 1984 – PEI  
Sister Mary Henry – February 10, 1984– PEI  
Eugene Mac Donald – February 9, 1984 – PEI  
Joseph Grandy – February 15, 1984 – Halifax, NS  
Dr. Fred MacKinnon – February 15, 1984 – Halifax, NS (copy located in the NSASW library)  
Isobel MacLellan – February 14, 1984 – Halifax, NS  
Connie Harrison – February 18, 1984 – St. John, NB  
Vilma Kerrol – February 19, 1984 – St. John, NB  
Carol Proctor – February 19, 1984 – Moncton, NB

#### Volume 2:

Florence Phillpott – May 28, 1984 – Toronto, ON  
Dr. Richard Splane – April 9, 1984 – Vancouver, BC

The CASW office also contains historical copies of the SOCIAL WORKER which contains work done by the national organization as well as its branches and provincial associations as reported by their CASW Representatives. These back copies are a rich source of important events taking place during the early days of the profession. One such event is noted below:

Paraphrasing a report by the CASW Executive Director, Joy Maines, to the CASW Board of Directors found in the SOCIAL WORKER, June/July (No. 3) 1963. – NSASW has obtained legislation which controls the title, Registered Social Worker (RSW). This is the second province in Canada to obtain social work legislation. The first was the province of Quebec.

### **PART IV – CASW Licensing and Registration Committee**

#### **Library and Archives of Canada (National Archives of Canada)**

(Material researched on June 19<sup>th</sup> and 21<sup>st</sup> 2010)

**Locator: MG 28, I 441**

**Container 14, File 19**

**CASW Licensing and Registration Committee**

**Reports for the Biennial Period 1944-46 to the Board of Directors as follows:**

The Committee was struck after the last Biennial meeting and Elizabeth Grubb was Chair. The nucleus of the Committee was located in the BC Mainland Branch and the first meeting was held in January 1946. *Phyllis MacDougall of the Nova Scotia Mainland Branch was a corresponding member and remained a member for several years.*

The Committee began its work by studying other social work groups and other professions and also experimented with voluntary registration in B.C. A working definition of social worker was attempted as: “A social worker is one who, having acquired a certain professional technique is qualified to treat and, if possible, prevent social malfunction in the area of human and environmental relationships”.

It was realized early that to reach the goal of regulation the profession would need to be ready to:

1. Exclude from practice all who do not conform to certain standards;
2. Voluntary registration seems suitable as a beginning measure because it would not be possible to achieve the goal all in one step.
3. Complete a census of those who are in the field and engaged in social work. A census was started in BC and will help confirm just who is a social worker.
4. Need to keep the definition broad and perhaps temporarily “blanket in” some who are working in the field but do not have the desired qualifications. After the initial stage of regulation it should be possible to raise the standards for entry.

The CASW committee presented an extensive “Report on the Licensing and Registration of Social Workers” to the CASW Montreal Branch in February 1948 that contained the following:

1. The Nucleus Committee was set up in 1945.
2. CASW wanted a new medium to carry out its ideals and service.
3. CASW believes the protection of the public is important.
4. CASW reaches only a fraction of social workers because membership is voluntary.
5. CASW realizes its influence is small and promoting standards will not grow under the current circumstances. This can only be attained by assuring legal status of the profession.
6. CASW believes regulation will protect the social worker also. Social Workers were subject to prosecution if they encroached on medicine or law. Doctors and lawyers can practice social work with impunity (e.g., adoption placement)
7. The hope is that regulation will bring recognition to the profession.
8. The terms of registration, licensing and certification were defined. Doctors and lawyers can practice social work with impunity (e.g., adoption placement)
9. The hope is that regulation will bring recognition to the profession.
10. The work of other registration work by social work organizations such as: Missouri (1934); Puerto Rico (1934); and California (1945)
11. The experience of the American Association of Social Workers was reviewed also in 1946
12. Other professions were studied as well: Nursing (1920); teaching; and chiropractors and occupational therapists.

The report also presented some reasons under which licensing should be undertaken:

1. Ensures better training;
2. Provides a right to enforce standards;
3. Gives the right to practice or to prohibit practice;
4. Would have a “blanket clause”;
5. Gives the right to bargain collectively when not an exclusive right.

The report mentioned some problems to be overcome:

1. Determine a definition of social work
2. Membership (i.e. exceptions)
3. Examinations
4. Mobility of social workers
5. Financing the cost of regulation
6. Under what body would it function?

### **CASW Committee on Licensing and Registration**

**Locator: MG 28, I 441**

**Container 14, File 17 (1933, 38, 1945-49)**

A letter dated January 31, 1948 from the ex-Chair of the national Committee on Licensing and Registration, Elizabeth Grubb, to the CASW seemed to say that the committee based in the BC Mainland Branch was losing interest and was suffering from low involvement at membership meetings and information sessions.

In February 11, 1949, a report by Mary Currie, Chair of the national Committee at that time mentioned that the initial interest grew following the 1944 Biennial meeting following the reading of a paper on the topic by Miss Alice Taylor. Shortly afterwards a national committee was set up by the CASW Board of Directors with the long range goal of the legal regulation of the practice of social work. Miss Elizabeth Grubb of Vancouver was appointed Chair and the nucleus committee was formed in the BC Mainland Branch.

A report dated September 24, 1949 mentioned that there have been requests for the Montreal Report from Kingston Branch; Nova Scotia Branch and individual members. There was wide distribution in the Montreal area. The report further mentioned that four Branches were actively engaged: Saskatchewan; Manitoba; Montreal; and Victoria

However, there was disappointment that there was so little interest in the country at the time. Wider circulation of the Montreal report was needed to incite interest.

### **CASW Committee on Licensing and Registration**

**Locator: MG 28, I 441**

**Container 14, File 18 (1944, 1948)**

This file contains the Report on Licensing and Regulation presented to the Montreal Branch of CASW in 1948. The conclusions of the report were as follows:

1. The committee was empowered to study the licensing of social workers further.
2. Funds were to be provided to the committee not to exceed \$25.00 for the purpose of conducting a census of social workers.
3. The report should be made available to all members.
4. The national Board of Directors is asked to undertake the definition of "social worker" to be used for licensing as well as other matters.

### **CASW Committee on Licensing and Registration**

**Locator: MG 28, I 441**

**Container 14, File 20 (contains the Biennial reports of 1951 and 1953)**

Highlights of the report on Licensing and Registration dated January 25, 1951 by Chair, Mary Currie: (the following work was under the first nucleus committee)

1. The first mention in CASW files about legal regulation of practice was in 1934 when Canadian social workers were concerned about identity due to the influx of unprepared workers during the Depression.

There was a national concern with regards to the types of accreditation.

2. Ten years later at the CASW Biennial meeting in 1944 a paper was read describing the need for regulation of professional status.
3. The first nucleus committee was set up in BC in 1944 and remained there for three years. The nucleus committee worked with the committee set up by the BC Mainland Branch and developed a definition of social worker for discussion purposes.
4. Late in 1947 a new nucleus committee was formed in Montreal mainly due to the resignation of the Chair. Under this new committee a comprehensive report was prepared (see the summary in the previous file)
5. During this period several branches became involved: The BC Mainland branch recommended a voluntary form of registration; the Manitoba branch recommending CASW prepare a model registration Bill to be used by provinces; Western and Eastern Ontario branches were interested in licensing and further study; the Montreal branch was continuously interested and were recommending licensing without the intermediate step of registration for Quebec.
6. During 1948 – 50 the national committee had the same Chair, Mary W. Currie and there were seven corresponding members representing branches from Manitoba, Saskatchewan, Victoria Island, Nova Scotia (Margaret Doolan), Hamilton, Toronto, and Western Ontario.
7. In 1949 the Montreal branch prepared a comprehensive report that was widely circulated and thought to be helpful to other branches in developing their study programs. (This report was documented earlier in the files.) A second report was produced in May 1950 and both recommended that licensing proceed without the intermediate step of registration and also that more study was required. The legal advice was that it was more difficult to get licensing if the profession was already registered.

Miss Currie's report ended with a summary of future action:

1. The need to do a census of persons doing social work and their qualifications;
2. A need for a definition of social worker for use in legislation. The AASW definition was recommended for study;
3. The need for a statement on legal regulation of practice to be made available to the membership to stimulate discussion. The committee was determined that this exercise would be a program inflicted on the many by a few but would seek the input of professional social workers along with the expenditure of time and money.

At a CASW Board meeting on March 29, 1952, the Board went on record as endorsing the recommendation of the national Committee on Licensing and Registration that licensing is the accepted goal for the profession and the national committee was instructed to present a two year plan for working towards this goal. The focus of the committee would be an educational one for the next 2 years to insure that all social workers were informed first.

The Biennial report given by the Committee on Licensing and Registration by Mary Currie, outgoing Chair mentioned the following progress:

1. A statement on licensing: "Licensing is defined as a legal function discharged by provinces, which restrict practice of a profession, or occupation to those meeting the requirements prescribed".
2. The committee chose licensing because: licensing will protect the public and allow for responsible development of the social work profession; give authority to define the field of work, conditions under which social work will be practiced, and establish qualifications of those who will practice; facilitate the recruitment and selection with basic preparation for social work positions; and will help give the profession status.

Miss Currie also mentioned "blanketed in" clauses as necessary as hard for members to accept but necessary to get broad base for change and eventually raise standards at a later date.

Miss Currie mentioned the activities of the branches in the study and preparation for licensing. She stated that under the BNA Act legal regulation is a provincial matter and therefore it is necessary for the branches to take the lead. Montreal branch had an active study committee for several years prior to 1950. The Halifax Mainland branch appointed a committee to study the issue. The Saskatchewan branch pioneered the study of legal regulation and have stated that they preferred licensing to registration. Vancouver Island branch endorsed licensing and the Vancouver Mainland branch completed a voluntary census of 300 practicing social workers in BC.

Miss Currie also mentioned a survey of social worker demand planned by the Dept. of National Health and Welfare that will document qualifications of social workers. She stated that it would be important for a substantial number to be in the professional group before licensing is implemented to protect the development of standards in the future.

### **CASW Committee on Licensing and Registration**

**Locator: MG 28, I 441**

**Container 14, File 21 (contains the Biennial reports of 1951 and 1953-55)**

In the Biennial reports for 1952-54 the Chair, Marjorie A. Bernard, was from Saskatchewan. She noted the following:

1. There were four members of the nucleus committee and 18 corresponding members one of which was Margaret Doolan from the Halifax Mainland branch.
2. There was new discussion on registration as opposed to licensing. It was determined that legislatures provide for registration of people whereas licenses are granted to persons who perform a specific act (a license to drive a car). Also it is the terms of the Act not the title that determine the degree of authority. So registration can be just as authoritative.
3. There was talk of the need to form provincial organizations because if not, many provincial social workers would not meet CASW membership criteria. The problem of membership standards was recognized early. Members in one province may not be accepted in another for practice and was a problem that needs to be resolved quickly.
4. A draft Act was prepared with help of legal counsel and available for study by provinces.
5. The Board of Examiners (BOE) was seen as a complication. In some provinces the Senate has authority over the BOE and in others, the legislature and in others the university. A problem arises if a province does not have a social work faculty or others may have more than one.
6. Miss Bernard expressed the concern that only a few corresponding members of her committee had seemed to have studied the material although it has been sent and sometimes acknowledged. More input is needed.

In a report by Miss Bernard dated March 18, 1954 she indicated that the committee should promote registration with a clause restricting practice rather than attempt to pursue licensing. It was said that provincial legislatures would not likely pass licensing legislation at the time.

In the same report Miss Bernard mentioned a draft registration Act had been submitted to the committee to review. It was the first attempt to draft model legislation but for discussion purposes only. It had no time limit for persons without a degree or diploma to qualify for registration and proposed that this should be a regulation to be decided by each province. All those practicing would be "blanketed in". Also the body to approve the BOE would be the Canadian Association of Schools of Social Work.

APPENDIX – 2

NSASW OFFICE ARCHIVED MATERIAL

(Files and documents are in clearly marked boxes found in the storage room or located in the NSASW library)

**BOXES LABELLED AS:**

1. **OLD CASW FILES:** - A review of the minutes and reports from the CASW Board meetings and the Minutes of the CASW Nova Scotia Mainland Branch (1948-1964)

2. **CASW DOCUMENTS AND REPORTS:** ( Box is marked and contents are in file folders marked by the year)

**DECADES - 1950's; 1960's and 1970's**

**File Folder    File Contents**

1956 – 1979    contains several reports, e.g., 1956 Code of Ethics

**DECADE - 1980's**

**File Folder    File Contents**

1980 – 1982    Board minutes of June 15, 16, 1982

1984            Board minutes of June 1 – 3, 1983  
                  Board minutes of July 27, 28, 1984  
                  See report – “History of CASW and Structure as a Federation – July 1984”  
                  See “**Oral History of Social Work in Canada**”, a paper prepared by Karen Hill, June 1, 1984.

1985 – 86        CASW Board minutes

1987            Board minutes of November 6, 7, 1987

1988            Board minutes of October 21 – 23, 1988

1989            NSASW membership list of April 27, 1989  
                  Board minutes of March 3, 4, 1989

**DECADE – 1990'S**

**File Folder    File Contents**

1990            Board minutes of March 2,4 1990  
                  Board minutes of October 18, 20, 21, 1990  
                  Board minutes of June 2,3, 1990

1991            Board minutes of October 25 – 27, 1991  
                  Board minutes of May 31 – June 2, 1991  
                  Board Minutes of March 8 – 10, 1991

**3. NSASW DOCUMENTS AND REPORTS:** ( Box is marked and contents are in file folders)

**DECADE – 1960's**

**File Folder**    **File Contents**

- 1967            Minutes from NSASW Mainland Branch General Meetings of February 21, 1967; March 21, 1967; April 18, 1967; and AGM of May 16, 1967 (includes annual reports).
- 1967 – 1969    Minutes of the Atlantic Branch plus some NSASW Council minutes and AGM's.

**“Social Welfare in Nova Scotia”** – A hard covered book documenting historical material prepared by the Department of Public Welfare as a Centennial Project dated March 15, 1968. The Department asked Stan Fitzner of the Halifax Herald to compile it. A rich source of the early beginnings of social welfare in the province. It contains the following articles:

1. The Development of Social Welfare in Nova Scotia by Stan Fitzner
2. The Halifax Poor Man's Friend Society ( 1820 – 1827) by George Hart
3. The Institution as an Illustration of the Poor Laws in Nova Scotia ( 1750 - 1901 by Gerald Alton
4. Poor Relief and Medicine in Nova Scotia 1749 – 1783 by Relief Williams
5. The Negro in Nova Scotia ( 1686 – 1967) by W. P. Oliver
6. The History of Children's Aid Societies and Child Caring Institutions (1964) by D. H. Johnson.

**DECADE – 1970's**

**File Folder**    **File Contents**

- 1970 – 1971    Membership lists for 1969 and 1970  
Annual Reports for 1969 – 70  
Minutes for 1970  
Mainland Branch AGM minutes for May 19, 1970  
Mainland Branch minutes for regular meetings  
Most material concerns the Atlantic Branch
- 1972 – 1979    contains minutes of the NSASW Council, Atlantic Branch, and periodicals

Department of Public Welfare Publications:

- |                        |  |
|------------------------|--|
| Publication # 1 – 1970 | Public Assistance  |
| Publication # 2 – 1971 | Biographical Sketches of Ministers of Public Welfare   |
| Publication # 3 – 1972 | Social Welfare Pioneers in Nova Scotia (1944 – 1956)   |
| Publication # 4 – 1972 | Part I – Nova Scotia Association of Children's Aid Societies (1926 – 1956)<br>Part II – The Nova Scotia Association of Child Caring Institutions (1948 – 1956)   |
| Publication # 5 – 1972 | Part I – Joint Conference of the Association of Children's Aid Societies and the Association of Child Caring Institutions (1957 – 1959)<br>Part II – The Nova Scotia Child Welfare Association (1960 – 1967) |

Publication # 6 – 1979      Social Welfare Pioneers in Nova Scotia

Social Services Department Annual Reports for 1977 and 1978:

**Annotated Bibliography of Social Welfare in Nova Scotia prepared by Dr. Fred MacKinnon: Date???**

### **DECADE – 1980's**

1980 – 1982    Minutes and reports for the Council

1983 – 1984    Council minutes for the year

1985 – 1987    Council minutes for the year

1988 – 1989    Council minutes for the year

#### **4. PUBLICATIONS OF THE DEPARTMENT OF COMMUNITY SERVICES - “SOCIAL SERVICES NEWS”** – ( located in the Association library)

##### **1973 – Summer and December**

1974 –    Spring and Summer

1975 –    Spring, Summer ( special edition “Whose Who – 1950 - 1975”) and December

1976 –    Spring

1977 –    Spring, Summer and December

1978 –    Spring, Summer and December

1979 –    Spring and Fall

1980 –    January and December

1981 –    Spring and Summer

1982 –    Missing....

1983 –    January and Fall

1984 –    Summer

#### **5. PERSONAL PAPERS OF DR. FRED MACKINNON** ( box is marked)

##### **File Folder**

##### **File Contents**

##### **Green Folder**

Contains personal writings and discussion papers prepared by Dr. MacKinnon

##### **Blue Folder**

Contains biographies of several leaders in Social Welfare

##### **Purple Folder**

Contains more biographical material and reports/papers prepared by Dr. MacKinnon

##### **Light Blue Folder**

Contains minutes and newsletters donated by *Rosemary Rippon*, a social worker in the Department of Community Services who was active in NSASW.

## Decade – 1960's

Minutes – NSASW Mainland Branch – February 21, 1967

Minutes – NSASW Mainland Branch – March 21, 1967

Newsletter with NSASW AGM minutes of May 27, 1968

Newsletter of December 1968

Newsletter of June 1969

## Decade – 1970's

Minutes – AGM – NSASW Mainland Branch – May 19, 1970

Minutes – 2<sup>nd</sup> AGM - NSASW Mainland Branch – May 27, 1970

Minutes – NSASW Atlantic Branch – February 16, 1971

Minutes and Annual Reports – NSASW 8<sup>th</sup> AGM – May 20, 1971

Minutes – Atlantic Branch – February 15, 1972

Beige Folder (contains minutes and other material listed below)

## Decade – 1960's

Minutes – NSASW – AGM – May 2, 1966 + Annual Reports.

Minutes – NSASW Council: May 18, 1966; June 6, 1966; September 9, 1966; October 7, 1966; November 4, 1966; December 6, 1966;

Minutes – NSASW Council – January 10, 1967; January 31, 1967 (special meeting); March 7, 1967; April 4, 1967; May 9, 1967; June 1, 1967; July 5, 1967; September 6, 1967; April 11, 1968; October 4, 1967; November 1, 1967; December 6, 1967.

Minutes – NSASW 4<sup>th</sup> AGM + Annual Reports of May 26, 1967

Minutes – NSASW Council – January 10, 1968; February 7, 1968; March 6, 1968; April 3, 1968.

Other Documents – NSASW Brief supporting the MSSW amalgamating with Dalhousie University – March 6, 1968; NSASW By-laws booklet – November 1965; 1967-68 NSASW Membership List dated August 23, 1967.

Other Miscellaneous Material:

- Stratton Report
- Report on Special Protection Services
- “Oral History of Social Work in Canada” by Karen Hill
- “History of the Canadian Association for the Mentally Retarded – Nova Scotia Division”
- Black Binder containing articles, notes and biography of Dr. Fred MacKinnon as Director of the Senior Citizens Secretariat
- “Halifax: Its Sins and Sorrows”, April 9, 1862 – A small booklet

6. **BOX #4 CONTAINING MINUTES OF NSASW AGM's (1989 – 1996):** (the 1989 file folder contains minutes of NSASW Council and Executive meetings as well as the NSASW AGM. All other file folders in the box contain only minutes and reports of AGM's for the listed years.

## DECADE 1980's

Minutes – NSASW Council – January 9, 1989; February 13, 1989; March 13, 1989; April 10, 1989; June 19, 1989; August 21, 1989; September 11, 1989; October 16, 1989; November 20, 1989; December 11, 1989.

Minutes of a special meeting of NSASW – October 14, 1989 – Called to discuss licensing. A motion was passed to accept the report dated June 23, 1989 and to seek licensing legislation. Freda Bradley was President. Lawyers Ron Pugsley and Rory Rogers were present for the discussion.

Minutes + Reports - NSASW 26<sup>th</sup> AGM – April 27, 1989

## DECADE 1990's

Minutes + Reports – NSASW 27<sup>th</sup> AGM – April 26, 1990

Minutes + Reports – NSASW 28<sup>th</sup> AGM – April 25, 1991

Minutes + Reports – NSASW 29<sup>th</sup> AGM – May 21, 1992

Minutes + Reports – NSASW 30<sup>th</sup> AGM – May 7, 1993

Minutes + Reports – NSASW 31<sup>st</sup> AGM – May 6, 1994

Minutes – NSASW Special Meeting – October 29, 1994 to approve the Professional Development agreement between the NSASW and the MSSW Continuing Ed. To deliver a P/D program for NSASW members and to charge a membership levy of \$25.00 per member per year to support the program.

Minutes + Reports – NSASW 32<sup>nd</sup> AGM – May 4, 1995

Minutes + Reports – NSASW 33<sup>rd</sup> AGM – May 4, 1996

### 7. LICENSURE: ( There are two boxes containing licensure material and clearly marked)

(a) Marilyn Peers File - This file was donated by Marilyn Peers who was very active with the Association during the discussions and planning that led to the NSASW achieving licensing under an act of the legislature. This file is in the box labeled “Licensing”.

- February – March 1991 issue of CONNECTION. Contains articles on licensing: “Preparing for Licensure” by Vicki Wood, Licensing Committee Chair; “Social Work in Nova Scotia: Our Roots and Our Growth” by Freda Bradley.
- See a paper by Cameron MacDougall, “Historical Perspective”.
- See “Social Work Regulation in Canada 1926 - 1982” by Gwen Gowanlock ( report is in the NSASW library)
- See “Report of the Study Committee on Registration” by Mike Marentte to the 1974 NSASW AGM.
- See Council Report on “Licensing” to the 1975 NSASW AGM.
- **The NSASW AGM April 27, 1989 minutes note that a motion to proceed with licensing rather than mandatory registration made by Angus Grant and seconded by Wayne Hollett was passed.**

(b) Files labeled by year during the work of the Licensure Committee ( Not be necessary to catalogue the contents because they are all the same subject and can be accessed directly from the box when constructing the history on licensure)

## APPENDIX – 3                      THE NOVA SCOTIA ARCHIVES AND RECORDS MANAGEMENT

1. **Department of Community Services Fonds:** Two issues of Welfare News, Spring Issue, Vol. 15, No. 1, 1964 (HV76.N85. W46) – Mention was made here that in January 1964 the Minister of Public Welfare, W.S. Kennedy Jones, signed the Guysborough agreement which was the first contract between a municipal government and the provincial government to provide a complete welfare service. The Antigonish District office provides all child welfare services – protection, adoption, and foster care to the municipality. Also, investigations for social assistance; old age assessments; disabled persons allowance; and blind person’s allowance. It provides municipal assistance to persons in the municipal unit; admissions to a proposed municipal home to be built; and foster homes for people who need them and for patients in municipal homes.
  - a. Mention was made that George Caldwell was appointed Executive Secretary to the Family and Child Welfare Division of the Canadian Welfare Council in Ottawa in March 1964. He graduated from Acadia University the Maritime School of Social Work and joined the Department of Public Welfare in 1955. In 1955 was appointed to be Regional Administrator for Cape Breton as well as E/D of the CAS of Cape Breton (joint welfare services).
  - b. Arthur Kyte was appointed Regional Administrator and E/D of the CAS of Cape Brewton on July 1, 1964.
2. **Department of Community Services Fonds:** Welfare News, Christmas Issue, Vol. 15. No. 4, 1964 (HV76.N85.W46) - This second issue mentioned that Kevin C. Burns joined the Department on December 1, 1964
  - a. Joseph A. MacKinnon was appointed E/D of CAS of Yarmouth and Acting Regional Administrator of the Western Region I July 1964.
  - b. Al Hensbee joined the Department in 1947 in the Old Age Pension Division.
  - c. Harold Crowell spoke at the Municipal Welfare Workers meeting in November 1964. He spoke on his experiences in the United Kingdom with the rehabilitation of disabled persons and care of the aged. Harold spent six months under a Nuffield Foundation Bursary in the UK.
3. **Fred R. MacKinnon Fonds** – (Access #2002-009) Interdepartmental Committee on Human Rights. – Contains minutes and records in four volumes for 1962-63; 1964-65; 1966-67; 1968-70. All are bound in hard cover volumes with 8.5” x 11.5” size pages.
  - a. Records include a preface by Fred MacKinnon
  - b. The initial set up of the committee.
    - i. Terms of reference
    - ii. Correspondence
    - iii. Minutes Fred MacKinnon was secretary to the committee during its existence.
  - c. In a preface to the four volumes, Dr. MacKinnon states that he prepared the volumes after he retired from the Department from his collection of papers and made them available to the Archives. He mentions that some documents were lost and he has reconstructed the lost items from his own recollections. He was involved from 1962 to 1968 as Secretary until a CEO was appointed on December 10, 1968.
  - d. The committee was composed of: Premier, Robert Stanfield; Minister of Labour; Deputy Minister of Public Welfare (Fred MacKinnon); Deputy Attorney-General; Deputy Minister of Public Health; Chairman of the Public Housing Commission; and Deputy Minister of Labour.
  - e. Terms of reference were spelled out (see document).

4. “British Guest Children: History and Working papers” (Access #2002-009) Two bound hard cover volumes containing correspondence, forms, lists of children placed in Nova Scotia, and speeches. Fred MacKinnon provides a 30 page preface to the volumes noting five years of receiving, placing, supervising, and returning the British children to the UK. 80,000 children came to Canada during 1940 and 1941 from the British Isles. A great concern of the program was the danger of German submarines to ships plying the North Atlantic during this period of time. A disappointment to the program was the sinking of the ship, “City of Benares”, by a German U-Boat on September 17, 1940 with the loss of 77 children.
5. Book from the NSARM Library - “The Story of the Maritime School of Social Work: 1941 – 1969” by Lawrence T. Hancock, LLD
  - a. Contents:
    - i. Why Don’t We set Up a School...?
    - ii. The Gate of Professionalism
    - iii. Coming of Age
    - iv. Home at Last
  - b. Appendices:
    - i. Appendix-E – Tribute to Dr S.H Prince by Fred MacKinnon
    - ii. Appendix-J – NSASW Brief supporting affiliation with Dalhousie University.

Dr. Hancock records that Dr. S.H. Prince, a professor of Sociology at Dalhousie and Kings, early in 1941 told some social workers in the province that he thought it was time to establish a school of social work. A special Act of Incorporation was passed in the legislature on April 15, 1941.

### DECADE 1960’s

6. Finding Aids at NSARM - Materials found in finding aid RG 72 (see the red binders under the title, Community Services) the binder contains an index of the files of Fred MacKinnon donated to the Archives. There are 128 pages listing volumes 3 – 202. Each volume contains one or more files. It is possible to go down the list of documents and look for the topics related to NSASW, MSSW and other relevant topics to the History Project.
  - a. RG 72, Volume 15, File # 3:
    - i. MSSW correspondence (1964) to Fred MacKinnon; to Dalhousie; from Lt Hancock
    - ii. Concerning the relationship between Dalhousie and MSSW
    - iii. Board of Trustees meetings, 1962 and 1963.
  - b. RG 72, Volume 15, File #4:
    - i. Various correspondence
    - ii. 1966 memo on the affiliation of the MSSW with Dalhousie by LT Hancock.
    - iii. Student lists
    - iv. Course content for Social Services II and III
    - v. Minutes of the Trustees meeting, November 1965
  - c. RG 72, Volume 15, File #5 – no useful material for the History Project.
  - d. RG 72, Volume 15, File #7 – Noted the NSASW AGM of 1965 and contains minutes and annual reports;
    - i. Annual Report of Thomas Blue, President of the CASW Nova Scotia Mainland Branch dated May 20, 1964. Mr. Blue mentioned that the Nova Scotia Mainland Branch of CASW will soon become a branch of NSASW. There have been delays due to NSASW being accepted for membership in CASW. Also, the NSASW By-Laws have not been approved yet so that elections cannot be held for NSASW until they are approved.
    - ii. Isobel MacLellan, Chair of the Membership Committee for the CASW NS Mainland Branch, reported she has had close involvement with NSASW and has encouraged

- qualified members of CASW to register with the new NSASW.
- iii. NSASW AGM of May 23, 1964 – President Thomas Blue reported that this was an historic meeting because the two branches of CASW were meeting as one provincial association. (Does this mean the CASW Mainland Branch and the Cape Breton Branch?). Mr. Blue also reported that the negotiations with CASW are almost complete so that NSASW can be one organization member of CASW. He also mentioned that the NSASW was becoming more recognized.
  - e. RG 72, Volume 17, File #41 – Contains minutes and correspondence concerning the proposed relationship between Dalhousie and the MSSW.
  - f. RG 72, Volume 18, File #19 Contains:
    - i. 1967 NSASW Newsletter
    - ii. Minutes of the 1967 NSASW AGM and committee reports
    - iii. Minutes of the NSASW Mainland Branch AGM of 1967
    - iv. NSASW Mainland Branch meetings in 1967
  - g. RG 72, Volume 55, File # 17 Contents:
    - i. Three papers prepared by Fred MacKinnon for presentation to students at the MSSW. (a) Communication – January 1968; (b) Decision-making – February 1968; (c) Appeals – March 1968. Case material was also provided to compliment each paper.
    - ii. NSASW Mainland Branch General Meeting of November 1968. Discussion of a draft review of the NSASW By-laws. Bill Greatorex was President.
    - iii. Minutes of the AGM's (or general meetings??) for April, May and September 1968
    - iv. Copy of the NSASW Newsletter of June 1968
    - v. The 5<sup>th</sup> AGM of the NSASW – May 27, 1968
    - vi. Copy of the brief by the NSASW on the joining of the MSSW with Dalhousie – March 1968
  - h. RG 72, Volume 55, File # 18 contents:
    - i. Minutes of the NSASW Mainland Branch – January, February, March, April and November 1969
    - ii. Robert Ruotolo was the President.
  - i. RG 72, Volume 3, File # 2 Contents:
    - i. Notice of meeting for the NSASW Mainland Branch on November 17, 1964.
    - ii. Tom Cleary was secretary.
    - iii. Correspondence regarding a private member's Bill to amend the Canada Evidence Act to extend privileged communication between members of the public and clergy, doctors and social workers.
    - iv. Dr. MacKinnon welcomed as a life member of the NSASW on May 25, 1964. Cited by Sis. May Clare and presented at the AGM on May 23, 1964. Sis Mary Clare mentioned that Fred MacKinnon was president of the CASW Nova Scotia Mainland Branch in 1944.
    - v. The AGM of May 23, 1964 - Business meeting followed by a panel discussion on "NSASW – Its Role and Responsibilities".
    - vi. Mention of a notice of Association dues:
      1. Active NSASW + CASW - \$21.00
      2. Non Active NSASW + CASW - \$10.50
      3. Student – \$6.25
      4. Active NSASW only - \$4.00
    - vii. CASW Nova Scotia Mainland Branch, February 19, 1964 – Margaret Gibson was Secretary. Fred MacKinnon spoke on the topic: "Federal Training Grants Program".
    - viii. Combined meeting of CASW Nova Scotia Mainland Branch and the new NSASW held

- on January 15, 1964.
- ix. CASW Nova Scotia Mainland Branch meeting held on November 20, 1963.
- x. **First AGM of the NSASW held on October 30, 1963.** Officers appointed were: Tomas Blue – President; Cameron MacDougall – Vice-President; Doreen Gillan – Secretary.
- xi. Noted that the By-laws of the new NSASW had not been completed but it was mentioned that members may voluntarily use the “RSW” designation on official documents according to the Social Workers Act but this will become mandatory when the new By-laws are approved.
- xii. **Contains minutes of the October 23, 1963 meeting of the NSASW Board of Examiners. This was the first meeting of the Board.** Members were: Fred MacKinnon; L.T. Hancock; Thomas Blue; R.O. Jones; Jack Parsons; Cyril Coughlan, QC; Joan Cummings Secretary); and Sis. Mary Crescentia (not present with regrets). – See minutes for details.
- xiii. CASW Nova Scotia Mainland Branch AGM of June 7, 1963 – Minutes and reports. Also, President Thomas Blue summarized the highlights of incorporation (Bill 22).
- xiv. See the copy of a draft of Bill 22 prepared by Ms. Muggah for the Minister of the government to see and support in the Legislative Assembly (10 pages).
- xv. Mention of Sis. Mary Crescentia as secretary of the CASW Cape Breton Branch in a letter dated October 29, 1962.
- xvi. Several meetings of the CASW Nova Scotia Mainland Branch in 1962, 1961, and 1960. In the May 18, 1960 annual Reports, Sis. John Elizabeth was mentioned as the President.
- xvii. A copy of Bill 22, 1963 which was presented for 1<sup>st</sup> Reading in the Legislative Assembly.
- j. RG 72, Volume &1, File # 1 Contents:
- i. Mostly information on the Maritime School of Social Work courses, library holdings, and student lists for 1969-70.
- k. RG 72, Volume 18, File # 9 Contents:
- i. NSASW Newsletter of December 1967. Jacqui Sumarah was the editor. Rev. Colin Campbell was President of NSASW. The contents of the newsletter demonstrate the current state of the NSASW at that point in time.
- ii. Copy of the November 1967 CASW Newsletter was also found.
- iii. Minutes of the October 17, 1967 meeting of the NSASW Mainland Branch with following members of Council named: H.E. Newell - President; Carolyn Lock – Secretary; Bill Greatorex – Vice-President; Reg Craig – Treasurer; Jacqui Sumarah – Public Relations; Winnie Milne – Program; Pat Sullivan – Hospitality; Cameron MacDougall – Social Policy/Social Action; Bob Haley – Recruitment; Mildred Collins – Standards; Continuing Education ( Ad hoc) – Colin Campbell, Mary Lou Courtney, Isobel MacLellan, and David Critchley.
- iv. Letter dated July 11, 1967 from NSASW to the Department of Public Welfare and reply from Gwen Pickering dated September 25, 1967 stating that membership in NSASW to be a condition of employment in the Civil Service would not be possible without strong support from CASW and other provinces.
- v. Minutes of the NSASW 4<sup>th</sup> AGM – May 26, 1967:
1. Provides membership stats at that time: NSASW+CASW – 80; NSASW+CASW Part-time – 5; NSASW+CASW Non-Practicing – 12; NSASW+CASW Students – 2; NSASW – 19; NSASW Non-Resident – 4; Life – 6; Honorary – 4.
  2. See other committee reports and Council lists of the day.
  3. Brief on Divorce to the House of Commons
  4. Report of the Board of Examiners ( A.C. Ashby was secretary to the Board and

Chair of the Admissions Committee)

- vi. Membership Lists for 1967-68; Frances Montgomery and Fred MacKinnon were listed as Life Members.
- vii. NSASW Mainland Branch AGM of **May 16, 1967**.
  1. H.E. Newell was President; Bill Greatorex was Secretary.
  2. See committee reports e.g., Shelburne Committee Report which recommended to the government that the School for Boys not be located in Shelburne.
  3. NSASW Mainland Branch meeting of April 18, 1967. See letter from BCASW re: the use of the title, “RSW”, and support for the profession to have qualifications (e.g., levels of competence) similar to the Teachers license. Supporting an “inclusive approach” as opposed to a restrictive approach to qualifications for use of the RSW title.
  4. NSASW Mainland Branch – Minutes of the meeting of March 21, 1967
  5. NSASW Mainland Branch – Minutes of the meeting of February 21, 1967.
  6. Copy of the regulations for the Board of Examiners dated December 11, 1963.
  7. CASW Nova Scotia Mainland Branch copy of the minutes of the AGM of June 7, 1963.
- l. RG 72, Volume 68, File # 13 Contents: ( this file not relevant to the History Project)
  - i. Contains a letter form the Day Care Services Coordinating Committee to the government supporting the need for an increase in the per diem day care rate.

### **B. DECADE 1970's**

- m. RG 72, Volume 71, File # 16 Contents:
  - i. Revisions to the Social Workers Act (draft of November 9, 1972.
  - ii. Summaries of several briefs
  - iii. Standards for Private Practice ( see brochure produced)
  - iv. Letters dated November 15, 1972 from Fred MacKinnon to Minister William Gillis explaining that there were three branches of the NSASW (Atlantic, Cape Breton, and Northumberland).
  - v. NSASW AGM minutes and reports of May 18, 1972 – Dan O’Brien was President.
  - vi. Membership Stats: NSASW+CASW – 94; NSASW – 58; Life – 9; Honorary – 5; Student – 14.
  - vii. NSASW 9<sup>th</sup> AGM, Minutes of May 18, 1972 – Dan O’Brien was President.  
Council Members for 1972-73: President – Bill Greatorex; Past President – Dan O’Brien; 1<sup>st</sup> Vice President – Cameron MacDougall; 2<sup>nd</sup> Vice President – Margaret Gibson; Secretary – Jacqui Sumarah; Treasurer – Isobel MacLellan; President of Atlantic Branch – Bob Britton; President of Cape Breton – Sis. Leone MacArthur; President of Northumberland Branch – Pasty George; see complete membership list in the file.
  - viii. NSASW Atlantic Branch AGM of April 25, 1972 - minutes and reports for 1971-72. Reports of Continuing Education and Legal Aid. President was Bob Britton, Past President was Freda Vickery.
  - ix. Letter of August 10, 1972 from NSASW to the membership announcing insurance coverage from Royal Insurance to protect against malpractice.
  - x. See Implementation Report and recommendations – May 2, 1972: Co-Chairs, Bob Haley and Marty Dolin.
  - xi. NSASW Atlantic Branch minutes of November 16, 1971. President was Freda Vickery.

- n. RG 72, Volume 84, File # 4 Contents:
  - i. Notice of a meeting of the NSASW for October 8, 1970 in Truro to review the report of the Special Report on the Future Structure of the Association.
  - ii. Minutes of the NSASW Atlantic Branch of February 16, 1971.
    - 1. See a number of social action activities that the Branch was involved in e.g. grants to private agencies; problems in child welfare; youth offenders; residential tenancies act; school for the blind; and the welfare council.
    - 2. Freda Vickery was President of the Atlantic Branch
    - 3. See minutes of January 19, 1974 which mention – continuing education activities; the Implementation Committee chaired by Bob Haley set up to study the expansion of the membership of the Association to others in the social service field who are not presently eligible for membership.
    - 4. See the list of NSASW Council members for 1971-72. Dan O'Brien was President. It was noted that presidents of branches were appointed as members of the Council.
    - 5. See letter from the Implementation Committee dated March 31, 1971 to the NSASW membership stating a reassessment of the initial implementation report was underway and input from the membership was being requested.
    - 6. Brief by NSASW to the Legislative Select Committee of Tennant-Landlord Relations dated March 17, 1970 was sent to the Premier, G.I. Smith.
    - 7. Copy of proposed revised By-laws approved by the membership at the May 24, 1969 AGM. Also a copy of regulations dated February 17, 1970 sent to NSASW by Gerald Conrad, Solicitor for the AG. Copy was corrected by Conrad to true legal form noted in a letter to Dr. MacKinnon from Conrad at Dr. McKinnon's request. Conrad expressed concern with Article VI (5) which removes liability from NSASW caused by its branches.
    - 8. Draft letter from the Minister Allen Sullivan dated June 25, 1971 stating Article VI (5) was deleted from the By-laws by the NSASW AGM of May 20, 1971.
    - 9. Notice from Minister Sullivan dated April 10, 1971 stating By-laws were approved by Cabinet.
    - 10. Copy of the By-laws of May 1969 amended in May 1971.
    - 11. Minutes of the 8<sup>th</sup> NSASW AGM of May 20, 1971 – Dan O'Brien was President. Life memberships were bestowed on 4 members one of which was Sis. Mary Clare cited by Bob Haley.
    - 12. See Annual Reports of 1970-71 of the NSASW Atlantic Branch dated June 8, 1971.
    - 13. Letter to Dr. MacKinnon from Bob Haley dated September 30, 1971 reporting that the CASW membership was 3,951 as of September 30, 1971. This was attached to a notice of meeting of the CASW called to discuss a fee raise needed because of a financial crisis being experienced. (\$28 to \$40). Dr. Albert Rose was President.
- o. RG 72, Volume 111, File # 15 Contents:
  - i. See Periodical #5, June 23, 1974, for current events taking place.
  - ii. Copy of Newsletter of February 1974.
  - iii. Notice of a NSASW meeting of March 15 & 26, 1974 to determine if NSASW should become a bargaining agent under the Trade Union Act.
  - iv. See minutes of the NSASW meeting of March 15, 1974 – Bill Greatorex was President.
  - v. Mention was made of the Nova Scotia Social Service Workers Association in the minutes

of the meeting of March 16, 1974. Ted Lohnes was Chair of the Association. The meeting

- discussed formulating By-laws for the new Association.
- vi. Copy of the By-laws of the NSASW Atlantic Branch submitted to the AGM of June 24, 1974
  - vii. **\*\*\*See the Report of the Committee on Registration** presented to the AGM of NSASW of May 1974. ( this report needs to be seen)
  - viii. See the minutes of the above AGM.
- p. RG 72, Volume 124, File # 4 Contents
- i. Notice of NSASW AGM for May 8, 1975 at the Coady Institute in Antigonish. Two reports were discussed: Branch Structure of NSASW; and Recommendations regarding Licensing.
  - ii. ***Meeting of the NSASW Atlantic Branch of May 5, 1975***
    - 1. ***A resolution was passed to disband the Atlantic Branch due to lack of member support for Branch activities.***
  - iii. See Annual Reports of the 12<sup>th</sup> NSASW AGM of May 7, 8, 1975 at the Coady Institute. H.E. Newell was President. He mentioned the need for an Executive Director for NSASW.
    - 1. Member Stats: Life – 11; Regular – 181; Honourary – 4; Associate – 2; Students – 1; Total – 199.
    - 2. Mention was made that CASW was reorganized to a federation in January 1975.
    - 3. See file for current social action issues/events – briefs and press releases.
    - 4. ***A note that CASW had changed to a federation effective December 1974.***
    - 5. Minutes of the 12<sup>th</sup> NSASW AGM of May 8, 1975 at the Coady Institute.
      - a. Licensing Project Report was mentioned and adopted.
      - b. ***Mention was made of the dissolution of the NSASW Atlantic Branch as of May 8, 1975.***
      - c. A question as raised about the status of the Cape Breton Branch.
      - d. Changes in the proposed By-laws were noted.
  - iv. See the NSASW membership list of July 1975.
  - v. A note that Jane Wisdom died in 1975.
  - vi. It was noted that a discussion was taking place about the role of social workers vs. psychologists and corresponding salaries. See correspondence between Dr. MacKinnon and the Civil Service Commission.
  - vii. Licensing Report of December 5, 1974 prepared by Gail Daniluck a student at the MSSW. Recommendations were reviewed and the recommended licensing model was approved by the NSASW Executive. Two issues were noted: (a) the NSASW is not sure of what it wants; (b) Council is not concerned about who does the licensing, government or other independent body.
    - 1. Sharon O'Connor was quite involved with this. She was asked by Dr. MacKinnon to chair an interdepartmental committee on licensing social workers and to work with the Department heads as well as the NSASW committee
  - viii. ***Report of the Study Committee on Registration*** – presented to the NSASW AGM in May 1974. Mike Marentte was the Chair of the Committee. (See Report!!!)
- q. RG 72, 1976, Volume 160, File # 18 Contents:
- i. NSASW AGM of May 20, 1976 (several pieces of correspondence on licensing)
    - 1. See Council list
    - 2. See Annual Reports
    - 3. H.E. Newell was President
    - 4. See several pieces of correspondence by Dr. MacKinnon; Gwen Pickering; Don
    - 5. Burns; Dr. Hancock; Sharon O'Connor.

6. See Newsletter of November 1976
  7. President was Bill Twaddle
  8. Doreen Havey, Executive Secretary, resigned from NSASW on August 31, 1976.
  9. Appointment of Judge Murray North to the Board of Examiners effective November 1, 1976.
- r. RG 72, Volume 160, File # 19 Contents:
- i. Copy of the By-law amendments of May 20, 1971.
  - ii. A concern was expressed by the Department and the Minister that the amendment seeks to control all social workers not just members of the NSASW. When this was clarified by Martha Crowe (lawyer) the Cabinet approved them.
  - iii. The By-laws were approved by NSASW on May 24, 1969 but not approved by Cabinet until May 20, 1971.
  - iv. Copy of the regulations under the Social Workers Act was approved by Cabinet on May 6, 1975.
  - v. The 14<sup>th</sup> AGM of NSASW of May 5, 6 1977. Bill Twaddle was President.
    1. See Annual Reports
    2. See social action activities
    3. Minutes of May 6, 1977.
  - vi. Newsletter of June/July, 1977
  - vii. Newsletter of Autumn 1977 and attached membership list of September 1977.
  - viii. See Annual Reports of 15<sup>th</sup> AGM dated May 3, 1978
  - ix. See minutes of May 3, 1978
- s. RG 72, Volume 181, File # 14 Contents:
- i. A brief to reply to the Report of the Committee on Health Professional Licensure, January 1978. Basic message was that our profession should not be included in the legislation. Also letters were sent to the Minister by NSASW against the proposal.
  - ii. Annual Reports from the 15<sup>th</sup> AGM dated May 3, 1978. Cameron MacDougall was president. See copy of the minutes.
  - iii. See membership list as of April 1, 1978.
- t. RG 72, Volume 185, File # 4 Contents:
- i. No relevant material in this file.
- u. RG 72, Volume 189, File # 9 Contents:
- i. Newsletter of the Spring of 1979
  - ii. Harold Beals was President at the 16<sup>th</sup> AGM, April 26, 27, 1979 and Cameron MacDougall was Past President.
  - iii. Annual Report of the 16<sup>th</sup> AGM dated April 26, 1979.
  - iv. See minutes of April 19, 1979
  - v. Newsletter of the Summer of 1979
  - vi. Newsletter of Fall of 1979
  - vii. Booklet containing the Act, By-laws, regulations, and Code of Ethics dated February 1979.
  - viii. See a letter to the Minister from Tim Daley dated February 7, 1979 re: the Association's By-laws. The Association was concerned that there was an unusually long delay in the Cabinet giving approval to the By-laws. The first request from the NSASW was in 1975 and no results until 1979. They were rejected by the Cabinet three times. Two reasons were stated:
    1. Some members created harsh criticism of the Association namely members of the MSSW faculty;
    2. There was an inference that the amendment created a restrictive practice (which was incorrect). The amendments actually broadened the grounds for membership.

## **APPENDIX – 4                      DALHOUSIE UNIVERSITY KILLAM LIBRARY - ARCHIVES OF THE MARITIME SCHOOL OF SOCIAL WORK**

Location: **Killam Library, Dalhousie University**  
Collection Number UA-22

### **Folder # 242.4                      Professional Associations – CASW Branch                      1948-51** **and Executive Meeting Minutes**

Nov. 16, 1948 – Executive Meeting, Mainland Branch. Meeting attended by Ada Greenhill, Miss L. Romkey, Miss Charlotte Mattar, Mrs. Heisler, Mr. MacKinnon (President and Secretary). A letter was received regarding Qualifications and Training of Personnel for Public Welfare and it was agreed to form a working group to deal with this issue. The Personnel Committee was to be asked to help. Mr. G. Allen was appointed as Chair of a Committee to Study Poor Relief.

December 14, 1948 – Executive Meeting of the Mainland Branch, CASW. Noted in attendance were L. Romkey, Ada Greenhill, Miss Lawrence, Mr. MacKinnon, Isabel McLellan (Recording Secretary). There was a discussion of the need for publicity for the CASW Branch.

January 14, 1949 – Executive Meeting, Mainland Branch, CASW. In attendance were L. Romkey, Miss Lawrence, Ada Greenhill, Mrs. Heisler, Isabel McLellan, and Mr. MacKinnon. Noted that a vote had been taken of the membership which favoured group workers joining CASW so the discussion at the meeting was about the need to have a Group Worker on the Membership Committee.

February 18, 1949 – Executive Meeting, Mainland Branch, CASW. Present were Miss. MacDougall, Miss. Lawrence, Mrs. Carroll, Miss Romkey, Miss Crosby, Miss Mattar, Ada Greenhill and Mr. MacKinnon. Miss Greenhill provided an update on the ongoing work on the Personnel Child Welfare Survey. Miss Romkey reported that 98 questionnaires were received related to the Personnel and Salary Standards Survey. It was reported that Jane Wisdom had given a radio talk on Poor Relief Administration in Cape Breton.

March 11, 1949 - Executive Meeting, Mainland Branch, CASW – nothing significant was discussed.

May 6, 1949 – Executive Meeting, Mainland Branch, CASW. Noted that Beatrice Crosby was the Vice President and Mr. Lovett was the President. Nothing else noted.

August 15, 1949 – Executive Meeting, Mainland Branch – Elizabeth Torrey was appointed Chair of the Committee on Poor Relief.

September 7, 1949 – Joint Meeting of the Nova Scotia Mainland Branch, Cape Breton Branch and the branches from New Brunswick and Prince Edward Island. Meeting was held in P.E.I. and Fred MacKinnon represented the Mainland Branch and Jane Wisdom represented the Cape Breton Branch. There was a discussion of the common problems all the branches were experiencing such as the eligibility for membership requirements (NB) related to the experience only clause. It was suggested CASW consider deleting that clause in the Constitution by 1952. Also there was discussion of the need to interpret social work to the community.

October 14, 1949 – Executive Meeting, CASW Mainland Branch – Just a note that Joe Grandy was present at this meeting and this is the first mention of him. Elizabeth Torrey was appointed Chair of the Committee on Poor Relief replacing G. Allen.

January 13, 1950 – Executive Meeting, Mainland Branch, CASW- Letter received from Gwen Lantz regarding the admission of non-graduates to the Association.

March 7, 1950 – Meeting held but nothing of significance discussed.

May 12, 1950 – Executive Meeting, Mainland Branch CASW – Continued discussion of the experience clause in the CASW Constitution. Also there was discussion of having a fall meeting with the Cape Breton Branch.

October 12, 1950 – Executive Meeting, Mainland Branch CASW – Present were Mr. W. Phillips, J. Grandy, E. Torrey (President), Charlotte Studd, Pauline MacDonald (Secretary), Helen Freeman, Aileen Day, F. Montgomery. There was discussion of a meeting with the Cape Breton Branch and it was noted that Sister Thomas Marie was the President of the branch and Peter MacDonald also involved.

August 29, 1950 – Executive Meeting, Mainland Branch CASW – Noted that there had been a meeting with the Union of Nova Scotia Municipalities regarding the Poor Law and that Don Coulter and Jane Wisdom attended from Cape Breton while James Lovett and E. Torrey represented the Mainland Branch.

November 10, 1950 and December 6, 1950 meetings were held of MB Executive but nothing significant was discussed.

January 17, 1951 – Executive Meeting, Mainland Branch CASW – There was a discussion of financial assistance t National Board members to help with transportation etc. to meetings. Also discussed was the place of social work in Civil Defense.

February 2, February 21, March 9, April 14, May 11, May 30, Sept. 14, 1951 – Meetings of the Executive of the Mainland Branch. Only things noted were that at the Feb. 1 meeting it was reported Charlotte Studd was appointed the Mainland Branch representative to the National Ethics Committee. Also Civil Defense and the role of social work remained a topic of discussion.

### **Folder #244.2 CASW Regional Meeting Minutes                      1955**

June 20, 1955 – Minutes of the four CASW branches in the Atlantic Provinces held at the Lord Nelson Hotel in Halifax. The meeting took place just prior to the opening of the Maritime Conference on Social Work. Fifty people attended. Sr. Mary Clare was the chair of the conference who was also V/P of CASW as well as Branch Rep for the NS Mainland Branch

Topics covered during the conference: Licensing or “legal regulation” as it was beginning to be referred to; provincial organization; membership; recruitment; and closer regional participation of Atlantic branches. (See minutes for details of the discussions)

The next regional meeting was to be in St. John’s NFLD in June 1957.

September 23, 1954 – CASW Delegate Conference in Ottawa. The discussion was focused on the report of the Program Evaluation and Planning Committee (PEP). The report covered: Aims/purposes of the CASW; lines of communication; and financing the propose changes in program.

May 10, 1956 – Minutes of the CASW Cape Breton Branch. Meeting was held the Little Flower Institute and nine members attended. Peter MacDonald was President and Bernice Boudreau was Secretary. It seems

the meeting was called to make suggestions to CASW for the 1957 Conference on Social Work. Some of the suggestions were: Theme should be, "Social Work as a Vital Part of Human Welfare". The meeting favoured a panel discussion as format. Topics suggested: General Social Assistance; Psychiatric Services; Juvenile Delinquency; How to use Volunteers; the Needs of Children in Institutions; Sociological Changes in Family Living; Influence of Religion on Mental Health; Social Welfare as a Partner in Human Welfare; Rehab of the Unmarried Mother; Illegitimate Child in Our Society; The Unadoptable Child; and Rehabilitation and Unemployment.

Suggested Speakers: H.S. Farquhar; Karl Stern; Leonard Denton; Isobel Laird; Clyde Nunn.

**Folder 244.3**                      **CASW Nova Scotia Branch**                      **1947-55**

Contains assorted material such as follows:

- 1947 Nucleus of Canada Committee –CASW
- 1951 CASW Regulations Regarding Fees
- 1946-1948 Report of the Biennial Meetings where the major items discussed were the Code of Employment and Personnel Practices, Standards in Medical Social Work, Standards in Group Work. It was also noted that as of May 8, 1946 there were 869 members of CASW and that by April 30, 1948 that number had increased to 972
- 1949 Report of the Committee re Tabulations and Results of Personnel and Employment Practices Survey of the Nova Scotia Mainland Branch
- Mainland Branch Minutes from January 21, February 18, 1948
- 1947 Report of the Mainland Branch Committee on Poor Relief which had been chaired by Charlotte Mattar. Members of the Committee were E. Torrey, Jane Wisdom, Beatrice Crosby and Wilfred Calnan
- Article on the Regulation and Licensing of Social Worker in the United States, 1955
- Proposed Code of Ethics for CASW
- Biennial Reports, 1952-54 – CASW National

**Folder #245.7**                      **General Correspondence**                      **1945-65**

- A list of the members of the Board of Trustees for 1965-66.
- A document stating an arrangement to conduct a fund raising campaign dated October 1950 to raise the sum of \$75,000 for the school.
- Arrangements for field work through the school program.
- A list of student marks – no date.

**Folder #245.9**                      **General Correspondence**                      **1941-43**

- A lengthy newspaper item in the Chronicle Herald to the Dawson Royal Commission meeting in Halifax which made the case for the need for a school of social work in post-war higher education in Eastern Canada. The theme was for a central university to be established around which all the other colleges would be grouped. The submission was presented by Dr. Stanley Walker, President of the University of Kings College.
- Contains pass lists of students and letters concerning students
- Not much interest to the History Project.

**Folder #247.10**

**General Correspondence**

**1943**

- Newspaper clippings stating grants to universities and in particular to MSSW.
- News photo of three MSSW graduate students from New Brunswick seated with L.T. Hancock, school Director.
- Minutes of the Board of Trustees of MSSW where finances of the school were discussed as a problem and the need to launch a financial campaign to raise funds to operate the school. There was a definite concern about finances to ensure that the school would be able to continue.
- A memorandum from George F. Davidson of the Canadian Welfare Council to Dr. Prince dated September 16, 1943. It sets out in detail the deficiency in the supply of trained social workers; the steps already taken to meet the increased need; and points out the need for federal government assistance. (**This document photocopied**)
- Memos on advertisements to encourage potential students to enroll.
- Course outlines.

**Folder 289.6 Professional Associations – NSASW**

**1954 – 63**

Most of this file relates to licensing in the early 1960's. Noted that the President of the Mainland Branch in 1962 was Tom Blue and the Vice-President was Stan MacDonald. The Branch representative to CASW was Freda Vickery.

Also noted that the Treasurer of the Mainland Branch was Ed Newell, Secretary – Margaret Gibson, Membership Committee Chair – Isabel MacLellan, Chair of Standards of Practice was Con Ashby, Program Chair – Walter Baker, Publicity Chair – Betty Bissett

Cape Breton Branch President – Peter MacDonald, Vice President – Sister M. Alexandria, Treasurer – Sister M. Assumpta, Secretary – Sister m. Crescentia

**Folder #276.1**

**Professional Association – CASW General**

**1932 – 65**

Article by Ada Greenhill: "New Trends in Canadian Schools of Social Work". She was Supervisor, Field Work Unit, MSSW. This article gives a brief history of how the MSSW came into being.

Ada Greenhill, BA joined the MSSW staff in July 1, 1946 as a full-time instructor. (In 1948 she was the MSSW Registrar.

Letter from Francis Montgomery (Assistant Director of the school) to Joy Maines (CASW) 1947-48 graduates: Jessy R. Casey; Helen I. Freeman; Helen M. Warmer; Phyllis D. MacDonald; Sr. Gertrude Marie; Margaret H. Gibson; Mary K. O'Connell; Edna M. Smith; and Eileen MacPhee.

Letter from L.T. Hancock to Joy Maines re: 1952 graduates with MSW degrees: Mrs. Walter Trost; William J> Donnachie; Reginald Craig; Marjorie J. Dee; John Harvey Symons. Graduates with diplomas: Rosalie L. McLaughlin; Shirley R. Phillips.

Letter from L.T. Hancock to Joy Maines re: 1953 graduates: Dennis J. Chaisson; Harold D. Crowell; Joan E. Cummings; Mary T. Goan; Stanley MacDonald; Allan B. MacDougall; Mary K. Mansour; and Daniel J. Rooney.

## History of the Nova Scotia Association of Social Workers

1954-56 CASW branch information: 23 Branches in the CASW; Cape Breton – Peter MacDonald, President; Mainland Branch – L.T. Hancock, President.

June 2, 1954 – Minutes of the CASW NS Mainland Branch AGM – The meeting was held at the Belmont Hotel in Dartmouth. Elizabeth Montgomery reported on the National membership. There were 1,633 active members; 216 associate members and 85 student members. A national survey noted that 1,120 were graduates social workers with 58% with MSW degrees and 35% have one year of training. Membership fees were \$18.00 at that time.

New slate of officers presented were: President – L.T. Hancock; 1<sup>st</sup> VP – Isobel MacLellan; 2<sup>nd</sup> VP – Kitty Dunn; Secretary – Joan MacLeod; Corresponding secretary – Mary Mansour; Treasurer – Janet Gilles; Branch Rep – Sr. Mary Clare; Membership – Tom Blue; Public Relations – Andrew Crook; Program – Mary Lou MacLeod; Personnel Practices and Standards – Charlotte Mattar.

August 1, 1955 – Copy of “A Manual for Guidance of Branch Officers and Committees” prepared by Joy Maines, CASW Ex. Secretary. This manual gives policy for guiding Branch activities such as: Branch/Board relationships; new members; taking action on provincial welfare issues; communication with the national office of CASW; and information for branch representatives.

1961 – Work Document – “Report of the Structure Study Committee - CASW” outlines the state of the provincial organizations and relevant issues of the time.

1961-62 – CASW NS Mainland Branch Reports of the AGM – President was Freda Vickery; Sr. John Elizabeth – Branch Rep.; Joan Cummings – Program; Mary Lou Courtney – Membership; Ed Newell – Personnel Practices and Standards; and Elizabeth Bissett – Publicity.

1960-62 – CASW Biennial Reports – Committee reports on: Education in Social Work; Standards of Practice; Social Action; Recruiting; etc.

May 2, 1963 – CASW NS Mainland Branch membership list.

June 7, 1963 – CASW NS Mainland Branch AGM reports.

May 20, 1964 – CASW NS Mainland Branch AGM reports.

### **Folder #282.2                      Canadian Conference on Social Work Biennial Meetings                      1928-1952**

A series of pamphlets on the Canadian Social Work Conferences from 1928, 1930, 1934, 1937, 1938, 1940, 1944, 1946, and 1950. The pamphlets provide a look at the issues that the profession was discussing during those early times.

### **Folder # 287.5                      Professional Assoc. – Maritime                      1947- 56 Conference on Social Work**

Correspondence from 1945 but mainly the 1950's about the library at the MSSW. File not relevant for us.

### **Folder 428.1                      Newspaper Clippings re MSSW                      1947 – 56**

**General Comment:** This file has oodles of pictures and articles which may be of use to us in future if we want pictures.

1947 - Maritime Conference on Social Work held in St. John, New Brunswick. List of those who attended from Nova Scotia

Photo from 1948 MSSW Dinner with such people as Ada Greenhill and Frances Montgomery. Also a write up of those persons from Nova Scotia who attended Canadian Conference on Social Work in Ontario.

Picture of Hancock and article about his appointment as Director of the MSSW in June, 1949.

1949 – Picture of the eight graduates for that year

1944 – First full-time faculty member joined the MSSW. Prior to that from 1941 to 1944 the School was staffed by volunteers.

May, 1951 – Article “Social Work Degree is awarded for the First Time” – Acadia and Mount Allison universities – First time such a degree has been awarded by any university in the Maritimes.

1953 – Photo of Justice Hall upon his retirement as Chairman of the Board of Trustees of MSSW (1942-52)

1952 – Photo of Leonard Hatfield marking the occasion of his appointment as Assistant Field Secretary of the Department of Social Service of the Church of England in Canada

1953 – Clippings related to the signing of an affiliation agreement with St. Mary’s University

Nov. 19, 1954 – Article on the need for trained social workers in Canada

May, 1955 – affiliation agreement with King’s University

March, 1961 – Article about the appointment of Phyllis Burns as consultant for the social services program of the United Nations International Children’s Emergency Fund.

October, 1960 – Obituary of Dr. Samuel Henry Prince

May 27, 1958 – Obituary of Justice W. L. Hall

Major theme throughout the 1950’s appears to be the need for more trained social workers.

**Folder # 419.8**

**Meetings of the Board of Trustees**

**1943 – 57**

This folder is a record of all the meetings of the Board and its Executive Committee. Some of the items discussed throughout the period covered were: the purchase of a property to house the MSSW, the number of students at the School and the recruitment of others, finances, the library, need for more field placements. There are very few snippets of information in this file which would be of use to us.

**Folder # 295.1**                      **Dr. Henry Samuel Prince**                      **1940-60**

October, 1960 – Tribute to Dr. S.H. Prince who passed away on October 19, 1960 at the Montreal General Hospital. Noted in the tribute that when Dr. MacKinnon came to Halifax in Dec. (1), 1939 there was only a handful of persons active and vitally concerned in social welfare in Nova Scotia – Gwen Shand (Halifax Welfare Council), Gladys Kennedy (Chest), Elizabeth Torry (Cape Breton CAS), Ada Ward (Y.M.C.A.), Gwen Lantz (Halifax CAS) and Ernest Blois.

- Correspondence in file related to setting up a fund in Prince’s memory related to the expansion appeal for the MSSW.
- There are a number of Dr. Prince’s speeches on the topic of social work in the file.

**Folder # 295.2**                      **Publicity – Radio and Newspaper Clippings**                      **1945-64**

- Various speeches by Lawrence Hancock and related newspaper clippings which are for the most part about events at the MSSW
- News release re Frances Montgomery’s UN appointment
- Series of scripts for radio broadcasts that were used as part of the expansion appeal for the MSSW

**Folder # 281.4**                      **Council of Halifax Social Agencies 1945-49**

Contains correspondence related to Phyllis Burns’ appointment to the staff of MSSW and notices of various meetings.

**Folders # 238.1, 238.2, 238.3 - Maritime School of Social Work**

I think we got these files by mistake because I cannot find it on our list. 238.1 only contains notes and correspondence on the School’s Curriculum and Planning Project. 238.2 contains a 1974 paper on governance for the MSSW and 238.3 contains notes and correspondence related to the Committee dealing with grievances.

**Folder # 238.4**                      **Maritime School of Social Work**

Material related to the Family and Child Welfare Association.

**Folder # 238.5**                      **Maritime School of Social Work**                      **1970’s**

Contains various documents and correspondence regarding Long Term Provisions for Family Services and responses to the Children’s Services Act.

**Folder # 238.6**                      **Maritime School of Social Work**

Correspondence re field instruction honoraria and field placements

**Folder # 238.7**                      **Professional Association**                      **1944-48**  
**Executive and Branch**

March 31, 1944 - Meeting of the Nova Scotia Branch of CASW. Meeting called by Gwen Lantz, the acting Chairperson for the purpose of the installation of officers. Claire Fulton was the Chair of the Nominating

Committee and the duly elected officers were: F.R. MacKinnon, President; Sister Baptista Maria, First Vice-President; Miss. A. M. S. Ward, Second Vice-President; Lillian Romkey, Secretary-Treasurer; Marion Westhaver, Assistant Secretary-Treasurer.

- The representative to the National Board of CASW was Jane Wisdom.
- There was a discussion of the number of committees needed to be formed immediately and the following were agreed upon: Membership (Gwen Shand), Personnel (Gwendolyn Lantz), Program (Pauline MacDonald), Constitution (F.R. MacKinnon)
- Members attending the meeting were: Miss Claire Fulton, Mrs. W.H. Gosse, Miss G. Lantz, Miss P. MacDonald, Miss Kay Thompson, Mr. F.R. MacKinnon, Miss Margery Moore, Miss Lillian Romkey and Miss G. Shand.

May 21, 1945 – Meeting of the NS Branch of CASW. 12 members were present. The President (FR) made a presentation re the government's plan for Family Allowance.

June 30, 1945 – Meeting of the NS Branch of CASW. 9 members present.

- At the meeting it was agreed that the Branch would become a member of the local Provincial Council of Women.
- It was reported that the Personnel Committee was looking at the standards and salaries for social workers in other provinces. It was felt that there was too wide a gap in salary between executives, supervisors and caseworkers.
- Agreed that opportunities for advancement for women should be on a par with men.
- Discussed the need to clarify the meaning of an “agency of recognized standing in relation to membership.
- Jane Wisdom resigned as rep to the National Board and a new slate of officers for the Branch was brought in: President, FR MacKinnon; VP Sister Batista Maria; 2<sup>nd</sup> VP Ada Ward; Secretary, Phyllis Burns; Treasurer, Beatrice Crosby; Asst. Sect./Treasurer, Miss Marion Westhaver; Chair of Program, Kay Thompson; Chair of Personnel and Standards, Gwen Lantz; Chair of Publicity, Miss Jessie Lawrence

October 25, 1945 – Meeting of CASW Branch – Discussion centered on internal business.

- Phyllis Burns was named the Branch's rep to the Provincial Council of Women
- Three members were appt. to National Committees of CASW: Phyllis MacDougall, Regulation and Licensing; Sister Thomas Marie, Education; Elizabeth Torrey, Canada Committee

November 15, 1945 – Discussions of programs for Branch meetings, Membership Committee reported and Phyllis MacDougall was appointed as the representative to the National Committee on Progressive Program.

January 7, 1946 – Branch meeting – 16 members were present

- The President presented a study outline based on the Davidson Report on Welfare Services in Nova Scotia. It was assigned to a small committee for study. Members of the Branch from Cape Breton suggested because of the travel distance a small committee of members be set up in Cape Breton to work on the Report.
- Jane Wisdom reported for the membership that there were 851 members of CASW. She also stated that a way to increase CASW revenues was needed and it was agreed that fees should be increased.

February 15, 1946 – Branch meeting – noted that the Branch had 34 members

## History of the Nova Scotia Association of Social Workers

March 18, 1946 – Branch Meeting – FR MacKinnon was appointed to the National Nominating Committee

- Motion was made and passed to amend the by-laws so officers could be appointed for a two year period
- Discussed the upcoming Biennial Meeting

April 1, 1946 – Short meeting of the Branch. Nothing of significance was discussed.

April 15, 1946 – Meeting of the Branch

- Discussion of the section of the Davidson Report dealing with Public Assistance

May 6, 1946 – Meeting of the CASW Branch

- Discussion of the Davidson Report section on Mental Hygiene. Agreed there is a need to extend the facilities of the Nova Scotia Training School

May 20, 1946 – Branch Meeting

- Discussion regarding the Canadian Conference on Social Work to be held in Halifax
- Concern and discussion about the fact that social workers who move from the provincial to the federal civil service lose their pension upon the move
- Discussion of the Davidson Report related to Child Protection Services

June 11, 1946 – Annual Meeting of the CASW Branch

- FR MacKinnon retired as President and Phyllis Burns became president by acclamation
- Slate of Officers: 1<sup>st</sup>. VP, Sister Thomas Marie; 2<sup>nd</sup> VP, Phyllis MacDougall; Secretary, Patricia Lee; Treasurer, Beatrice Crosby; Asst. Secretary/Treasurer, Sister John Hugh
- Chairs of Committees: Jessie Lawrence, Membership; Lillian Romkey, Employment and Personnel; Glynford Allen, Publications; Audrey Skidmore, Program
- FR MacKinnon was appointed the representative to the National Board of CASW
- Membership of the Branch was 38

October 17, 1946 – Branch meeting – nothing significant

November 20, 1946 – Branch Meeting

- Discussion of the Davidson Report section on Juvenile Court, auxiliary classes for the mentally retarded and Controlled Placement as part of adoption practices
- Report provided by the rep to the Provincial Council of Women

December 11, 1946 – Branch Meeting

- Executive agreed to ask the Halifax Council of Social Agencies to undertake a survey of social service in the City of Halifax and a committee was appointed by Council of the Branch to study the matter
- Discussion of the leeway the Executive has in making requests such as the above
- Discussion of the need for a regional conference on social work in 1947
- A meeting was appointed to meet with the Council of Social Agencies in reference to various reports
- Discussion of the Davidson Report and agreement that the Branch should focus on two aspects: Poor Relief and Mental Hygiene

February 6, 1947 – Branch Meeting

- A committee to study Poor Relief was formed
- Discussion of the Constitution Committee

March 19, 1947 – The meeting continued the discussion related to the Constitution Committee

April 2, 1947 – Branch meeting focused on a discussion of salary and standards

April 16, 1947 – Three topics of discussion at the meeting were Salary and Standards, Constitution, and the Canada Committee

May 17, 1947 – Branch Meeting – Phyllis Burns resigned as President

June 18, 1947 – 10<sup>th</sup> Annual Meeting of the Branch

- Noted the Branch had 46 members
- Phyllis MacDougall became President

October 3, 1947 – Branch Meeting

- Reported on a meeting held with the City of Halifax re the employment of untrained social workers
- Discussion about the immigration of children to Canada

November 18, 1947 – Branch Meeting – discussion of the representative to the national board and the duties of the Membership Committee

January 19, 1948 – Executive Meeting of the Branch – Discussion of changes to By-Laws

January 21, 1948 – Executive Meeting – Comments made on the study of a brief on the need for a Children's Bureau for Canada

February 18, 1948 – Meeting of the Branch

- Noted that Phyllis MacDougall is President and Eileen Spinney is Secretary
- A committee was set up on Licensing and Registration
- Discussion of the role of professional people in the community in relation to social action
- **Don Coulter the Executive Director of the CAS of Cape Breton was introduced as the President of the newly formed Cape Breton Branch of the CASW.** Mr. Coulter reported that the Branch had 10 members and had held two meetings so far. He noted that Jane Wisdom is the VP and Mrs. Alice MacLeod the Secretary. He also spoke about the new Unmarried Parents Act.
- Fred MacKinnon spoke about Dr. Davis' Report on Municipal Affairs, provincial municipal relations and the proposed Study of Poor Relief.

March 14, 1948 – Meeting of the Mainland Branch Executive – Discussed a request from the Cape Breton Branch regarding the Study on Poor Relief. It was agreed to send a letter to Charlotte Mattar enclosing a copy of the Mainland Branch study.

April 7, 1948 – Mainland Branch – Discussion of Old Age Pensions and presentation of the Brief on Poor Relief

May 19, 1948 – Mainland Branch- Noted that Phyllis MacDougall is President and C.E. Spinney is Secretary

June 2, 1948 – Executive Meeting, Mainland Branch – nothing significant

June, 1948 – Mainland Branch Meeting

- Noted Phyllis Burns resigned as President to become Secretary to the Child Welfare Division of the Canadian Welfare Council
- Also noted that at the beginning of 1948 members on Cape Breton formed the Island Branch of CASW with a membership of 10.

- Membership of the Mainland Branch of CASW was 36

**Folder # 238.8**

**Executive Meeting Minutes**

**1948-50**

September 22, 1948 – CASW monthly Branch meeting held at the MSSW discussed if group workers should be included in the CASW membership.

October 23, 1948 – Meeting of the NS Mainland Branch

- James Lovett was President
- Lillian Romkey reported on the work of the National Committee on Employment and Personnel Practices
- There was a discussion of the value of the Branch having out-of-town meetings and it was agreed that they were beneficial.
- There was a discussion of the importance of carrying through with the committee reports and committees. A motion was made and passed to revive the Committee on Poor Relief.

November 17, 1948 – CASW Monthly Branch meeting. There were 18 members present. A Poor Relief Committee was established with Mr. Allen as Chair to study/review the Poor Relief Law. Other members were: Sr. Miriam de Lourdes; Frances Montgomery; Miss Mattar; and Beatrice Crosby.

Miss Romkey was Chair of the Personnel and Salary Standards Committee and announced the committee's plan to conduct a salary survey of social workers in Nova Scotia; qualifications and various stages of completion; number of years engaged in practice; and positions as Executive Director or field worker.

December 15, 1948 – CASW monthly Branch meeting – 23 members were present. Several branch members were on national committees such as: Miss Ward – Group Work; Frances Montgomery – Education; Miss Mattar – Medical Social Work; and Miss MacDougall – Regulation and Licensing.

February 23, 1949 – a Social Worker from the Branch was appointed to the Advisory Committee conducting a survey on the chronically ill in Halifax.

March 10, 1949 – CASW Branch meeting – 24 were present. Jessie Casey was welcomed to the Branch as a member. Ada Greenhill, Chair of the Constitution Committee presented some amendments to the constitution for approval.

Miss Romkey reported on the survey results into personnel and salary standards: need a salary scale; need job classifications; need to set up annual salary increments; need better office space; need compensation for overtime; and need accident insurance.

April 20, 1949 – Meeting of the NS Mainland Branch

- Gwen Shand asked for five members to volunteer for a sub-committee of the national Advisory Committee on the Survey of Public Health Facilities. There was a discussion about the Advisory Committee and it was agreed that the Branch should press for official representation on the Advisory Committee itself.
- The meeting focused on the results of the Personnel and Employment Practices Survey.
- Official representation by the Branch on the Executive Committee of MSSW was discussed and there

was some question of whether or not it would be appropriate for the Branch to make such a request. It was agreed to discuss this item further at the next meeting.

May 11, 1949 – Meeting of the NS Mainland Branch

President was James Lovett

- Branch had a total of 43 members.
- Lillian Romkey reported on the Annual Meeting of the Provincial Council of Women and stated that a motion had been passed that Mothers' Allowance be paid to wives and families of prisoners.
- It was noted that at the next meeting it is expected that there will be a report from the Committee on Poor Relief.
- Sue Spencer, Secretary of the American Association of Social Workers was the Special Guest along with Miss. Barnett a caseworker from a Family and Child Welfare Agency in Connecticut.

May 25, 1949 – CASW monthly Branch meeting was held at the VG Hospital auditorium – Major Lovett was President. He reported that the Personnel and Standards survey results had been circulated and the responses from the Boards of Agencies were favourable.

Discussed the Poor Relief Act and the recommendations made by welfare workers in Cape Breton to a brief prepared by them which recommended: need for a one year residence requirement; provincial and municipal participation required; a means test; need for penalties; and the rights of the individual included in the preamble.

June 11, 1949 - Minutes of the monthly CASW Branch meeting – CASW monthly Branch meeting held at the Paramount Hotel in Wolfville, NS – 12 members were present. Several recent graduates of the MSSW were present. The Survey on Personnel and Salary Standards was sent to the Dept. of Public Welfare and the Halifax Welfare Bureau.

Frances Montgomery mentioned the Maritime Conference to be held in September.

June 14, 1949 – Meeting of the NS Mainland Branch

- A questionnaire had been drawn up by the Employment and Personnel Standards Committee and it was agreed that it be sent to all persons engaged in social work. During the discussion on this item questions were raised about the purpose of such a questionnaire and it was the consensus that it would garner information on working conditions etc.
- Brief discussion on the upcoming Maritime Conference on Social Work
- Discussion of the need for publicity for the Branch and various method of obtaining it suggested – radio, newspaper etc.
- Noted that group workers are to be allowed to join CASW on a provincial basis
- Report was given on the progress of the Committee on Poor Relief

June 29, 1949 – Annual Meeting of the Mainland Branch

All committees reported. Notable were the following:

- Employment and Personnel formed October, 1948 undertook a survey of 98 people engaged in social work in Mainland Nova Scotia. 53 questionnaires were returned. A report was formulated and sent to various agencies. (Note: file does not contain the findings of the survey.)
- Membership: reported the total membership for the Mainland Branch at 44 and that the Annual Dues were \$9 for an active member

September 21, 1949 – NS Mainland Branch

- President James Lovett reported on a joint meeting of the Association held in P.E.I. at the Maritime Conference.
- Discussion centered around the deduction of fees from income tax, experience clause related to CASW membership
- Decision of the Branch to place emphasis in the coming year on the Poor Relief Act which is the basis for all social work in Nova Scotia. A committee was established and Elizabeth Torrey was named as Chair.
- Possibility of a joint meeting with the Cape Breton Branch was discussed

October 19, 1949 – CASW monthly Branch meeting met at the Mt. St. Vincent College in Rockingham – 22 members were present and Major Lovett was President. Ada Greenhill, Chair of the Constitution Committee made amendments indicating how branch fees would be paid to CASW.

Frances Montgomery a member of the Education Committee stated the urgent need to clarify the profession of social work to the public and wanted to start in high schools.

December 3, 1949 – CASW monthly Branch meeting (actually a dinner meeting). The guest speaker was E.R. McEwan, Secretary to the Recreation Division of the Canadian Welfare Council. He spoke on the recreation movement in Canada and noted several problems: there is an emphasis on winning games above emotional needs of participants; financing programs; securing leaders; and lack of coordination between three levels of government.

January 18, 1950 – CASW monthly Branch meeting – met at the MSSW and Major Lovett was President – 20 members were present. The national nominating committee wrote a letter to the Branch asking the mainland branch to nominate a branch rep to serve both the Mainland and the Cape Breton branches. This was not considered appropriate and a letter of protest was sent to national office stating Cape Breton should nominate their own branch rep. Miss Romkey was nominated to be the rep for the Mainland branch only.

A review of the Poor Relief Act recommended that the Act be abolished and a new modern one proposed. The term “settlement” and “residence” were discussed. Also the need for a definition of minimum standard of relief and supervision of the new Act to be at the provincial level of government.

January 24, 1950 – CASW monthly Branch meeting met at Camp Hill Hospital. There were 27 members present and Major Lovett was President. The guest speakers were: Hon. R. Fielding, Minister of Municipal Affairs and John Dickie, MP for Halifax County. The Poor Relief Act was discussed and proposed that the costs be shared 50/50 between the province and the municipality. Discussed the definition of need and the community’s attitude toward the poor. It was suggested that the Branch investigate further and the Union of Municipalities be approached at their annual meeting to generate more interest.

February 15, 1950 – CASW monthly Branch meeting met at St. Josephs Orphanage. Major Lovett was

President and there were 19 members present. Miss Romkey was the rep on the national nominating committee and requested that names come forth at the next branch meeting.

Elizabeth Govan was guest speaker and spoke on the work of the national Personnel and salary Standards committee.

March 16, 1950; April 20, 1950 – Minutes of the CASW Mainland Branch. There were 28 members present and the meeting was held at the Knights of Columbus Building in Dartmouth. Nominees for national Board were Frances Montgomery for CASW President and Fred MacKinnon for Branch Rep.

April 20, 1950 – CASW monthly Branch meeting. Major Lovett was President and there were 14 members present. Francis Montgomery gave a report on the national Education Committee work. She mentioned there was very little recruitment for the profession most was done through the efforts of the MSSW during the recruitment of applicants to the social work program.

June 28, 1950 – Minutes and Reports of the CASW Mainland Branch AGM. Elizabeth Torrey was President. Officers were: Elizabeth Torrey – President; W.G. Phillips – V/P; George Hart – V/P; Pauline MacDonald – Secretary; Charlotte Studd – Assist. Secretary;

Also in the file was the following reports for the biennial period by the President; Treasurer; and the committees for Program; Membership; Publicity; Employment and Personnel Standards; a report on the Nova Scotia Poor Relief Act; Branch Representative; and Licensing and Registration ( see the reports for names and issues of the day).

June 28, 1950 – Annual Meeting of the NS Mainland Branch

- Total membership = 47, Present at meeting = 26
- President Lovett spoke of his aim to promote higher professional standards
- Various committees reported
- New officers: President – Elizabeth Torrey; 1<sup>st</sup> Vice-President – Mr. W.G. Phillips; 2<sup>nd</sup> Vice-President – George Hart; Secretary and Asst. Secretary – Pauline MacDonald/Charlotte Studd; Treasurer – Aileen M. Day

September 21, 1950; October 18, 1950; November 15, 1950; November 29, 1950; December 13, 1950; February 21, 1951; March 28, 1951; April 16, 1951; May 16, 1951 – Minutes of the monthly CASW Mainland Branch meetings.

September 21, 1950 – Meeting NS Mainland Branch

- Noted that a meeting had been held with the NS Union of Municipalities regarding Poor Relief
- Discussion about the possibility of a meeting with the Cape Breton Branch

October 18, 1950 – Meeting NS Mainland Branch - Meeting taken up with a discussion of the membership of various Branch committees

November 12, 1950 – Meeting of the NS Mainland Branch

- Committee on Publicity and Interpretation is working on a list of social workers willing to speak to organizations and groups
- Branch asked the National Board to set up a committee related to European Immigration to Canada – at issue is the wait period after a cure of TB – Should it be one year rather than two years?
- It was decided to contact the Cape Breton Branch of CASW to determine whether or not members would be interested in jointly looking at the Report of Municipal Provincial Relations

December 13, 1950 – Meeting of NS Mainland Branch

Lawrence Hancock presented a report prepared by a committee of the Branch on the government Report on Provincial Municipal Relations in Nova Scotia

February 21, 1951 – Meeting of the Mainland Branch

- Joy Maines attended the meeting and talked about CASW
- Frances Montgomery reported on the last two CASW Board Meetings she had attended and again brought up the matter of funding for travel

March 28, 1951 – Meeting of the NS Mainland Branch

Most of the meeting was taken up by a discussion of Civil Defense

April 8, 1951 – Meeting of the NS Mainland Branch

- Report of the Halifax Welfare Council on salary standards was discussed and approved. Noted that the Report states that there should be no discrimination or distinction between salaries paid to men and those paid to women
- Discussion of how to get students from MSSW to join the Branch
- Discussion of the role etc. of psychiatric social workers
- Brief discussion of Licensing and Registration during which it was noted that most members are against it.
- Discussed the need to adjust the CASW Constitution related to the composition of the Board so that there are not an unfair number of members from any one Agency.

May 16, 1951 – Regular Meeting of the NS Mainland Branch

- 19 members present
- Isabel McLellan representative to the Provincial Council of Women reported. The Council requested the Branch's support for a Resolution recommending that Mothers' Allowance be paid to wives and families of prisoners. A committee was formed to study the request.
- Asked for support for a Resolution by students of MSSW that \$175.00 be the minimum monthly salary offered to social workers who have completed at least one year of combined academic studies and supervised field work training.

June 13, 1951 – Annual Meeting of the Mainland Branch, Belmont Hotel, Dartmouth. Elizabeth Torrey was the President. Total membership of Branch = 49

- Noted that the five year experience clause is to be abolished in June, 1952
- Non-degree applicants who have successfully completed 1 year of training in a recognized School of Social Work will be granted a credit of three years experience.
- Committee on Employment and Personnel studied salary scale for social workers which had been prepared by the Welfare Council of Halifax
- A talk was given on Civil Defense and the work of the Provincial Civil Defense Liaison Committee
- Reports are attached to the Minutes from the following committees:
  1. Membership =49
  2. Publicity for 1950-51 – Two articles are to be published in the Social Worker
  3. Employment and Personnel Standards
  4. Program
  5. Representative to the CASW Board – Frances Montgomery – discussion of need for funding for travel to meetings

**Folder # 238.9**      **Professional Association – CASW Branch & Executive Meetings**      **1951 – 53**

1951-52 – Minutes and reports of the CASW Branch monthly meetings and the AGM.

1952 – 53 - Minutes and reports of the CASW Branch monthly meetings and the AGM.

**Folder # 238.10**      **Professional Association – CASW Branch & Executive Meeting**      **1953-58**

June 1, 1953 – CASW Mainland Branch membership list. Also the Branch Executive for 1952-54 were: President – Sr. Mary Clare; V/P – LT Hancock; V/P – J.A. Grandy; Secretary – Florence Mielkie; Corresponding secretary – Beatrice Crosby; Treasurer – Joan Walker; Branch Rep – Frances Montgomery.

Report was given by LT Hancock on the progress of the Welfare Services Study.

A memorandum was located “Implications of Provincial Organization” (I think we have this document).

October 21, 1953 – Branch meeting – Noted that Florence Mielkie had to resign as secretary due to illness.

November 18, 1953 – Branch meeting – Mention was made that the CASW Board had set up the Program and Evaluation (PEP) Committee.

January 20, 1954 – Branch meeting with Sr. Mary Clare as president. Discussed planning for the International Conference on Social Work.

February 17, 1954 – Branch meeting – The speaker discussed “Confidentiality”

March 20, 1954 – Branch meeting – It was reported that the registration at the MSSW had increased 75% over the 12 year period, 1941 – 1954.

April 21, 1954 – It was mentioned that Frances Montgomery had been nominated for CASW president and this was supported by the branch.

May 19, 1954 – Branch meeting. Mention was made by Margaret Doolan in her report on Licensing and that she preferred the term “Registration”  
Proposed that national set up a committee on “Social Policy”

June 2, 1954 – Branch AGM held at the Belmont Hotel and there were 36 present. LT Hancock was the new president (Sr. Mary Clare was Past President). Frances Montgomery reported that CASW had 1,633 active members and 58% have an MSW degree and 38% have one year of training.

October 20, 1954 – Branch meeting. Mention was made that Sr. Mary Clare was elected V/P of CASW.

September 17, 1954 – Branch meeting. Members were informed that the Delegate Conference was not intended to replace the Biennial Meeting of the Branch. Dr Elizabeth Govan, National Committee Chair, reported on the progress of Licensing and said that the committee was set up in 1944 and reported in 1950 that licensing should be the goal of CASW.

January 19, 1955 – Branch meeting – Reported that the Maritime Conference was to be held in Halifax on June

21, 22, 23, 1955. Discussed recommendations in a report on the aged:

- Need an adequate minimum income;
- Need low income housing;
- More options for institutional care;
- Need subsidized care in own homes;
- Need to publicize the needs of the aged group including CASW;
- CASW to encourage the use of volunteers in seniors' clubs.

February 16, 1955 – Branch meeting. A program meeting only.

March 16, 1955 – Branch meeting. This was a program meeting on the topic: “Family Services in this Community and Elsewhere”.

May 18, 1955 – Branch meeting on “Ethics”. Discussed the re-writing of the CASW Code of Ethics and a section on Confidentiality.

June 15, 1955 – Branch meeting. 31 present. No relevant material.

**Folder #276.2      CASW – Nova Scotia Committees      1954-58**

February 28, 1957 – A report titled: “Report on Juvenile Services in Nova Scotia” by Joseph Grandy, Supervisor of Delinquency Services. Topics covered: Legal; Police; Courts; Probation; Training Schools; After Care; and Foster Care.

March 1957 – Copy of the CASW News Bulletin, Volume 2, Number 1

June 5, 1957 – Minutes of the Mainland Branch AGM. See annual reports of committees. Welfare Services Research Project was discussed by L.T. Hancock who made a case for the CASW to sponsor some of the costs.

September 4, 1957 – Minutes of the Executive of the NS Mainland Branch. See a report on Provincial Organization from the Delegate Conference also, a report of the Branch Reps on provincial incorporation with notable reference to the BC association and its incorporation under the BC Laws (8 pages)

November 6, 1957 – Minutes of the Executive of the NS Mainland Branch

November 20, 1957 – Minutes of the monthly Branch meeting. Discussed the Welfare Research Project and the Delegate Conference.

January 21, 1958 – Minutes of the Welfare Research Project – Nucleus Committee. Members include: F. Vickery (Chair); M.L. MacLeod; Fred MacKinnon; L.T. Hancock; T. Blue; Alex Ferguson; Jack Parsons;

and Sister Mary Clare. The project was broken into three sub-committees: Child Welfare; Public Assistance; and Corrections. The minutes reflect the task of identifying people to form the groups (see list of names). The aim of the project was to study welfare services in Nova Scotia and draw up a blueprint which would serve as an outline of the kind of overall welfare program that they would like to see in Nova Scotia. (Note: there is more correspondence relating to the three sub-committees on file).

Copy of the June 1950 Constitution and By-laws of CASW on file.

October 21, 1953 - 1953-54 CASW Mainland Branch AGM. Sister Mary Clare was President.

November 18, 1953; January 20, 1954; February 17, 1954; March 17, 1954; April 21, 1954; May 19, 1954 – Minutes of the CASW Mainland Branch.

June 2, 1954 – Minutes of the CASW Mainland Branch AGM. L.T. Hancock was President.

October 20, 1954; November 17, 1954; January 19, 1955; February 15, 1955; March 15, 1955; April 21, 1955; May 18, 1955.

June 15, 1955 – Minutes of the CASW Mainland Branch. L.T. Hancock was President.

October 19, 1955; November 16, 1955; January 18, 1956; February 15, 1956; March 21, 1956; August 18, 1956; May 16, 1956 – Minutes of the CASW Mainland Branch.

June 20, 1956 – Minutes of the Biennial Meeting of the CASW Mainland Branch.

October 17, 1956; November 21, 1956; January 16, 1957; February 20, 1957; March 20, 1957; May 1, 1957 – Minutes of the CASW Mainland Branch.

June 5, 1957 – Minutes and reports of the CASW Mainland Branch AGM. Mary Lou MacLeod was President.

October 9, 1957; November 20, 1957; January 22, 1958; February 19, 1958; March 19, 1958 - Minutes of the CASW Mainland Branch.

**Folder # 238.11      Professional Association – CASW Branch & Executive Meetings – 1958-60**

April 16, 1958 – Minutes of the CASW Mainland Branch. Executive members for 1958-59 were: President – Sr. John Elizabeth; V/P – Freda Vickery; V/P – Joan Wilson; Branch Rep – Mary Lou MacLeod; Secretary – Allison Kavanagh; Assist. Secretary – Clifford Jones; Treasurer – Doreen Gillen; Publicity/Interpretation – Henry Bourgeois; Membership – Mary Lou Courtney; Program – Joan Smith; Employment/Personnel – Florence Mielkie.

There was a report on the progress of the Welfare Services Study.

May 14, 1958 – Minutes of the CASW Mainland Branch AGM (Biennial Meeting). Sister John Elizabeth was President and there were 40 members in attendance. The officers were: Sister John Elizabeth – President; Freda Vickery – V/P; Joan Wilson – V/P; Mary Lou MacLeod – Branch Rep; Allison Kavanagh – secretary; Clifford Jones – Assist, Secretary; Doreen Gillan – Treasurer; Henry Bourgeois – Publicity/Interpretation; Mary Lou Courtney – Membership; Joan Smith – Program; Florence Mielkie – Employment/ Personnel Standards.

Discussed the Welfare Services Study and noted that the study was well underway with most of the work being done by Branch members. There were three areas of study which was meant to be a blueprint for services in the province: (a) Child Welfare; (b) Social Assistance; and (c) Corrections. It was noted that the Cape Breton Branch was contacted and invited to participate but that they declined due to the “tremendous scope of the undertakings”. The Cape Breton Branch chose to do their own more modest study of institutions.

October 15, 1958 Mainland Branch meeting met at Home of the Guardian Angel. Sr. John Elizabeth was president and there were 45 members present. Progress report on the Welfare Services Study. Francis Montgomery was guest speaker and spoke on her experiences in Iran and other countries.

November 13, 1958 – Mainland Branch meeting held at HGA. There were 35 members present. Correspondence was received from the Cape Breton Branch stating that they would prefer to study the care of the aged and children in institutions.

December 3, 1958 – Mainland Branch Executive meeting. Freda Vickery discussed the Welfare Services Study and raised the concern of the problem being encountered with maintaining momentum and the concern about being able to complete the study. It appeared that other studies were being done in the community and province which appeared to duplicate the Branch study and also that the study committee experienced some resignations. The Executive became worried that the study would not be completed and they decided to consolidate what material had been collected to date and resolve to complete the study by June 1959.

January 21, 1959 – Branch meeting was devoted to guest speakers and a panel presentation. Dr. F.A. Dunsworth, Joseph Grandy and Rev. Sr. St. Esther.

February 18, 1959 – Branch meeting – Speaker was L.T. Hancock on the subject of an in-service program in New Brunswick.

March 18, 1959 – Branch meeting – Freda Vickery gave a report on the Welfare Services Study. The Branch Rep, Mary Lou MacLeod mentioned that the structure of CASW was being studied.

April 15, 1959 – 30 members attended at HGA. This was a speaker only meeting.

May 13, 1959 – Branch AGM at HGA and 25 members were present. Reports reported given but not on the file.

October 21, 1959 – Branch meeting. Speaker only. Carol Proctor related her experiences in social work and membership in CASW.

November 18, 1959 – Branch meeting. Speaker only. Rev. Fr. R.E. Lauder on “Community programming for strengthening family living”

January 20, 1960 – Branch meeting. Discussed having a member on the Advisory Committee of the Hospital Insurance Commission.

February 17, 1960 – Branch meeting. 35 members present at HGA. Speakers only.

March 16, 1960 – Branch meeting. Nothing noted.

April 20, 1960 – Minutes of the CASW Mainland Branch (includes a membership list dated March 11, 1959. A total of 78 members listed – Active – 49; Associate – 12; Student - 17). Planning started for the AGM.

**Folder # 238.12**

Contains By-laws dated May 1, 1962 and also a, “Manual for Guidance of Branch Officers and Committees” dated 1958 prepared by Joy Maines of CASW.

**Folder # 238.13** – Contains no useful information.

**Folder # 240.2**      **Professional Association, Correspondence**      **1948-54**

May 23, 1947 – Letter to J.E. Ahearn, Mayor of Halifax from Phyllis Burns, President of the NS Mainland Branch of CASW complaining about the appointment of Rev. Mr. Jones as Social Welfare Worker for Halifax. It was pointed out that Mr. Jones did not have the professional training of a social worker. Ms. Burns also pointed out that Halifax as a city of about 100,000 population should have a Department of welfare. The Mayor's response was that "there are other things besides training to be considered in dealing with people".

November 8, 1948 – Letter from David Crawley of the Canadian Welfare Council to K.A. Carroll of the Halifax Welfare Bureau outlining the needs of the aged, residence rules and public assistance, and personal needs. He was asking to speak to the Branch on those topics.

July 14, 1952 – Letter to Joy Maines, CASW from Florence Mielkie, Secretary of the Mainland Branch noting the membership of the Executive and committees: Sister Mary Clare – President; L.T. Hancock – V/P; J.A. Grandy – V/P; Florence Mielkie – Secretary; Beatrice Crosby – Corresponding Secretary; Joan Walker – Treasurer; Francis Montgomery – Branch Rep to CASW; Jessie Lawrence – Membership; Andrew Crook – Publicity; Jean MacArthur – Program; Licensing – Margaret Doolan; and W.G Phillips – Employment / Personnel Standards.

August 1952 – Letter from Frank Haughton, Civil Defense Halifax to the Mainland Branch asking for a representative from the Branch to sit on the Committee.

August 22, 1952 – Letter from Elizabeth Torrey, Secretary of the Halifax Welfare Bureau, to Sister Mary Clare, President of the CASW Mainland Branch, indicating that Margaret Trost was the Chair of the Civil Defense Committee for CASW.

**Folder # 304.8**      **Social Welfare History Group**      **1957-66**

File contains newsletters from 1957-66 of the American Association of Social Workers Committee on the history of social welfare. Noted in January 15, 1958 newsletter that Sister John Elizabeth (Instructor MSSW), Home of the Guardian Angel is a member of the committee.

**Folder # 245.2**      **General Correspondence**      **1941-42**

July 17, 1929 – Letter to Dr. S.H. Prince from Gwendolyn Lantz, Executive Director of the CAS of Halifax regarding the request from Charlotte Whitton that Prince speak on the Training of Social Workers at an upcoming meeting. The request was related to the problem of finding trained social workers.

November 26, 1942 - hand written report by Beatrice Crosby on the MSSW library.

Draft editorial for the Halifax Herald regarding the opening of the MSSW as well as a list of the first Board of Trustees: Ernest H. Blois (Chairman), Rev. Dr. Charles F. Curran (Vice-Chairman), Reginald V. Harris, KC (Secretary), Honourable J. Fred Fraser (Treasurer). There were 12 other Board members including Dr. S.H. Prince and Justice Hall. In addition, the Board included representatives from 7 Maritime universities, 8 Faculty consulting officers from 8 universities. The officers of administration were: Director – Dr. S.H. Prince; Registrar – Fred R. MacKinnon; Supervisor of Field Work – Gwendolyn Shand

1941 announcement that Prince is to head the newly created School of Social Work.

June 18, 1942 – Letter to Dr. Prince regarding several matters including the need for a recruitment campaign to acquire students for the School plus various other correspondence from 1940-42

October 29, 1941 – Report by Dr. Prince on the first month of the School's operation – first class taught Sept. 30, 1941 by Gwen Shand

Report by Shand as Supervisor of Field Work

List of the persons who attend the initial meeting of the Board of Trustees on April 8, 1941

**Folder # 265.6                      General Correspondence                      1941-42**

File contains letters from prospective students requesting information on the newly established MSSW and the replies from Fred MacKinnon, as well as, various letters to Dr. Prince from MacKinnon and Shand.

**Folder #265.7                      General Correspondence                      1942-43**

Contains letters and notes pertaining to the MSSW – Not relevant to History Project.

**Folder #265.9                      General Correspondence                      1944-45**

Contents pertain to the MSSW (e.g. Graduation notices, field work, academic calendars, conference expenses, scholarships, students union, and applications). Not relevant to the History Project.

**Folder # 426.8                      Professional Association N.S.A.S.W                      1965**

July 21, 1965 – Letter to D.H.Johnson, President NSASW from Mary Lou Courtney, Secretary listing the executive: President, Mr. D.H. Johnson; Past President, Mr. M. T. Blue; Vice President, Sister M. Anselm; Secretary, Mary Lou Courtney; Treasurer, Major Doris Routly; Chairman of the Membership Committee, Mr. Gerald Alton; Program, Mr. R. Kyte; Standards of Practice, Pauline MacDonald; PR, Robert Doyle; Rep to the CASW Board, Freda Vickery; Board of Examiners, Miss. Joan Cummings

**Folder #289.1 Prof. Assoc. – Maritime Conf. on Soc. Wk.                      1957-63**

Correspondence related to the Maritime Conference on Social Work June 19-22, 1961, Fredericton, New Brunswick. Noted in 1957 the Conference was held in Newfoundland on the topic the economy and social work. The 1959 Conference was held in Prince Edward Island.

**Folder # 291.1                      Professional Associations. N.S.A.S.W                      1963-65**

December, 1961 – CASW Statement on Organization Membership. Basic position set forth in by-law effective Aug. 15.1957 – organization membership may be granted to provincial organizations of social workers whether or not they are incorporated.....

NSASW Board Regulations – March 13, 1963

March, 1963 - Memo to Branch Presidents from Joy Maines regarding the relationship between CASW and those without professional social work education practicing in the social welfare field, the responsibility of the professional association for standards in the whole social welfare field

By-Laws for the CASW Mainland Branch (all NS except Cape Breton)

April 13, 1963 - Letter to Joy Maines from Joan E. Cummings and Doreen Gillen, co-chairs NS Committee on Incorporation and Registration regarding Bill 22.

March 21, 1963 – passage of “An Act Respecting the Practice of Social Work”

Membership list for the NS Mainland Branch as of May 2, 1963 – Tom Blue, President; membership = 86 plus 26 student members

With the passage of the new Act the Cape Breton Branch and the Mainland Branch combined to form the NSASW.

Various correspondence from Joy Maines.

Draft Regulations for the Board of Examiners

November 19, 1963 - Letter to members noting the first Annual Meeting of NSASW was held October 30, 1963 and the following were the officers of the Association: Mr. M.T.Blue, President; Cameron MacDougall, Vice President; Doreen Gillen, Secretary. Team of Interim Executive members appointed pending the approval of the By-Laws (1964).

NSASW membership in CASW was delayed until the CASW reviewed and approved the Act and By-Laws – Letter from Joy Maines dated Dec. 10, 1963 discusses CASW position.

November, 1964 – Brief to the City of Halifax from the Mainland Branch regarding the Municipal Welfare Department and the quality of services being provided.

**Folder #245.1**                      **General Correspondence**                      **1954-59**

This file contains correspondence related to a loan fund for students and related donations. Also contains material on MSSW enrollment.

**Folder #245.3**                      **General Correspondence**                      **1942-44**

Several invitations for the Opening and Closing ceremonies of MSSW

Resignation of Fred MacKinnon as Registrar effective May 30, 1944. He was asked by Dr. Prince to carry on until the end of October when Phyllis Burns would take over and agreed to do so.

Various correspondence related to the Registrar and other School matters.

Correspondence regarding Phyllis Burns' appointment as the first full-time instructor for MSSW and Assistant Director.

**Folder # 245.4**

**General Correspondence**

**1944-45**

Announcement of Phyllis Burns' appointment effective October 17, 1944 and her handwritten letter to Dr. Prince outlining her education and qualifications.

Various correspondence related to the operation of MSSW

**Folder #245.5**

**General Correspondence**

**1945-46**

Contains CASW reports for the Biennial Period – page nine outlines MSSW attempts beginning in 1943 to have its student graduates recognized for membership in CASW. It is noted the Mainland Branch of CASW supported the School's request. At this point CASW (1944-46) gave conditional acceptance pending the accreditation of the MSSW.

August 24, 1945 letter to Dr. Prince from Gwendolyn V. Shand, Secretary of the Social Service Index regarding various matters.

Correspondence regarding publicity for the School plus 1945-46 Minutes of the MSSW Campaign Committee and the Finance Committee.

**Folder #245.6**

**General Correspondence**

**1946-47**

Newspaper clippings of the 1946 graduating class including pictures – 8 graduates

Newspaper article by Dr. Prince – “Opening the Path to A New Profession”, 1946

1946 and 1947 reports of the Director to the Board

1947 Minutes of the Annual Meeting of the Board of Trustees

Newspaper clippings re Ada M. Greenhill's appointment as the Supervisor of Field Work and Frances Montgomery's appointment as Casework Supervisor and Supervisor of Field Work on June 23, 1947

1944 letter from Jane Wisdom (hand written)

April 11, 1947 handwritten resignation from Phyllis Burns

**Folder # 245.8**

**General Correspondence**

**1968**

Minutes of meetings of the joint committee of MSSW and Dalhousie looking at the possibility of integration.

Brief to the above committee from NSASW supporting integration

Correspondence related to Advisory Councils etc. for the MSSW

**Folders # 245.10, 245.11**

**General Correspondence**

**1967**

Total files are personnel related and not relevant to us.

**Folder # 245.12**

**General Correspondence**

File relates to discussion above affiliation with various universities

**Folder # 245.13**

**General Correspondence**

File contains changes to MSSW By-Laws

**Folder # 245.14**

**General Correspondence**

File contains information from the early days of MSSW on the qualifications of lecturers. If we need material on some of the early social workers we should look at this file again.

**Folder # 235.15**

**General Correspondence**

This file is on Societies and Special Collections and is not relevant.

## APPENDIX – 5 THE CASW NOVA SCOTIA MAINLAND BRANCH

(A review of the minutes and reports from the CASW Board meetings and the Minutes of the CASW Nova Scotia Mainland Branch)

Location: NSASW - Box labeled “Old CASW Files” (unless otherwise indicated from some other location)

July 1948 – CASW Mainland Branch Membership List – There were 35 members listed including: Clifford Allen; Beatrice Crosby; Joseph Grandy; Lawrence Hancock; Gwendolyn Lantz; Frances Montgomery; Frederick MacKinnon; Isobel McLellan; Lillian Romkey; Gwendolyn Shand; Sr. John Elizabeth; Elizabeth Torrey; Ada Ward.

March 10, 1949 – Location: National Archives (Vol. 32, file #16) – Minutes from the CASW Mainland Branch. There were 24 members present who met at the MSSW. Jessie Casey was welcomed to the meeting.

Report of the Constitutional Committee, Chaired by Miss Greenhill, Sister Gertrude Marie and Frances Montgomery were members who recommended that the name of the branch be changed to Nova Scotia Mainland Branch with a geographic area of the province except Cape Breton.

A survey on Employment and Personnel Standards conducted by Miss Greenhill, Mrs. Doyle, and Miss Freeman. Ninety-eight (98) questionnaires were sent out to members in the Mainland Branch. Total response was 53% and 70% of CAS members responded. It was noted that only 40% reported that they had a private office which was not seen as a good situation for interviewing. Only 2% had weekly supervision. Better job security for public employees due to their retirement plan. A need for accident insurance for both public and private agencies. There was need for more space for workers and privacy for interviewing. A need for overtime compensation was mentioned.

Mr. Allen was Chair of the Poor Relief Committee which endorsed a brief by the Federation of Labour.

Mrs. Heisler, Chair of the Publicity Committee, raised the problem of civil servants who were also members of the Branch, being asked to take a stand on government policy related to their own government department.

A report on a survey for the year 1946-47 by the Personnel and Salary Standards Committee was found in the file. The purpose of the survey was: to determine the prevailing social work salaries in Nova Scotia; and to compare salaries with other persons in other provinces.

An example of salaries found for 1946-47 in Nova Scotia were:

- Group I - \$1,300 - \$1,500 + cost of living allowance
- Group II - \$1,600 - \$1,900 + cost of living allowance
- Group III - \$2,000 - \$2,400 + cost of living allowance

(For more details, see a copy of the report on file)

1950 - Location: National Archives (Vol. 32, file #17) – information from the file was limited but of note was that Gwendolyn Lantz was chair of the Branch Membership Committee in 1950.

September 21, 1950 - Regular general meeting of the **Mainland Branch**.

- Eleven members were present
- Funds on hand \$23.84 and it was agreed to open a Bank account

- It was agreed to pay an \$8.00 bill from E. Torrey re her attendance at the Union of Nova Scotia Municipalities meeting in Amherst.
- Isabel McLellan chair of the Publicity Committee presented the names of those persons who agreed to serve on her committee: Miss Gwendolyn Shand, Mrs. June Heisler, and Miss Jessie Lawrence. She also stated the National committee asked her committee to write an article on the Study of Poor Relief for the Social Worker
- Mr. W.A. MacDonald, chair of the Membership Committee named his committee members: Miss Belle Dauphinee, Miss Charlotte Mattar and Mr. L. Hancock.
- Miss Helen Freeman, chair of the Committee on Personnel Standards said that Mrs. Aileen Day agreed to serve on her committee
- F.R. MacKinnon and El Torrey reported on the 1950 Canadian Conference on Social Work
- Mr. James Lovett reported on the meeting of the Union of Nova Scotia Municipalities
- There was a discussion of the possibility of the Mainland and Cape Breton Branches of CASW having a joint meeting. Miss Shand spoke to Mr. Coulter (Sydney) and he suggested that a meeting be held in October. Motion was passed to write to the CB Branch regarding the suggested date for the meeting.
- There was agreement that a recommendation be forwarded to hold the Maritime Conference of Social Work in Halifax in 1951.

**September 30, 1950** - Minutes of the **Board of Directors** of CASW held at the YMCA in Ottawa. Frances Montgomery was the Nova Scotia Mainland Branch representative.

- Marjorie Moore (Winnipeg), President spoke of the responsibility of the Board to provide leadership in professional matters etc.
- Frances Montgomery gave a report on the work of the **Mainland Branch** in which she stated that one of the vital parts of the branch program was the study of Poor Relief Laws and Regulations. The Branch met with the Union of Nova Scotia Municipalities. A report on the Branch work on this item will appear at a later date in the Social Worker. A joint meeting on the topic is planned with the Cape Breton Branch. A meeting of the Branch is planned for November to welcome new members and discuss Branch-Board relations. Branch By-laws have been revised
- New members since the Biennial Meeting are: Phyllis Etter from Cape Breton, sister Mary Clare and Janet Gillis from the Mainland Branch

A list of the National Board of Directors for 1950-52 is appended and indicates that Sister John Hugh is the representative from the Cape Breton Branch and Frances Montgomery is the representative from the Mainland Branch.

**November 10, 1950** - Regular Executive Meeting of the Mainland **Branch**

- Present for the meeting were: E. Torrey, Charlotte Studd, Frances Montgomery, Mr. W. A. MacDonald, Mr. W.G. Phillips, Miss I. McLellan, Miss. H. Freeman, Miss. P. MacDonald, Mr. G. Hart, Mr. J. Grandy
  - Noted that there was \$31.86 in the Bank
  - Two persons applied for membership in CASW on the basis of experience and their applications will be forwarded to the National Membership Committee: Dexter Allen, passed by the Branch Executive and forwarded; Florence Mielke, deferred for more information
  - Two applications for membership were received - Miss Lorraine McNeely and Miss. Joan Gooday
- Meeting was adjourned until November 15.

**November 15, 1950** - Regular meeting of CASW Mainland **Branch** was held at the MSSW with 17 members

present. Pauline MacDonald was the Secretary.

- Isabel McLellan presented a report for the joint Committee of Publicity and Interpretation. The two committees had been working together to prepare a list of social workers willing to speak to clubs and organizations.
- Miss G. Strudd presented a letter from the Provincial Council of Women requesting CASW for support in urging the Dominion Government to shorten the waiting period of two years to one for immigration of Europeans following the cure of their tuberculosis. The Branch passed a motion supporting the request.
- Three briefs were presented on the recent report on Municipal Provincial Relations for the Government of Nova Scotia. A motion was made by Fred MacKinnon, seconded by Frances Montgomery that the President contact the Cape Breton Branch to let them know what the Mainland Branch was doing and ask them to do likewise. The President was given the authority to select 6-7 people to form a committee to study the report and call a special meeting to consider it.
- Mention is made of the following who attended: George Hart, F. Montgomery, Margaret Trost, Mr. W.G. Phillips and Mr. W.A. MacDonald.

**November 15, 1950** - Executive Meeting of the Mainland **Branch**. Members present were: Mrs. A. Day, Miss H. Freeman, Miss E. Torrey, Miss P. MacDonald, Mr. W. MacDonald, Miss I. McLellan, Miss G. Studd, Miss F. Montgomery, and Mr. G. Hart

- Noted that the group decided to change their meeting to November 25 and that the next regular general meeting would be held on Dec. 13, 1950
- Mr. W. G. Phillips indicated to the President he had to resign as Chair of the Poor Relief Committee and suggested Miss. Margaret Doolan be asked to take over from him.

The Executive agreed to pay partial railroad fares of Branch representatives attending the National Board Meeting.

**December 2, 1950** - Minutes of the **Board** Meeting of CASW in Montreal - Frances Montgomery was present. Under Branch reports, Nova Scotia asked for interpretation of the membership requirements and what constitutes a letter of reference. Ms. Montgomery also asked the Board to set up a committee to study European immigration to Canada and make recommendations to the Government of Canada. The Board was also asked to pay part of the railway fare to National meetings for all members. She noted as well that the Branch was studying a brief on Municipal-provincial relations prepared by the Department of Public Affairs at Dalhousie University.

**1950 Biennial Meeting in Vancouver** - It was recommended by the National Membership Committee that effective June 1952 the experience clause be deleted from the Constitution. The recommendation was to be sent to branches for their consideration. **Harold - there is an interesting history of the membership requirements and licensing issues.**

**January 29, 1951** - Minutes of Meeting of **Board of Directors** of CASW, Toronto - Frances Montgomery represented Nova Scotia Mainland **Branch**. Reference was made to a correction to the December 2, 1950 meeting of the Board related to the applications for membership omitted at that meeting. Miss J. Goodday and Miss. L. McNeely of the Nova Scotia Mainland Branch were approved as members along with Mrs. Florence Mielke and Freda Vickery.

**January, 1951** - Executive Meeting, CASW **Mainland Branch** - Frances Montgomery, President; W.G. Phillips, 1<sup>st</sup> Vice-President; Pauline MacDonald, Secretary. Also present were Isabel McLellan and Charlotte Studd. - There was a discussion of financial assistance to National Board members in relation to attending Board meetings and the place of civil defense in social work.

**March 31, 1951** - Meeting of the **Board of Directors** of CASW - Sister John Hugh was welcomed as the first representative from the **Cape Breton Branch**. Under reports from the Branch, Sister John Hugh reported that the CB Branch is four years old and has 12 members. The work of the CB Branch has focused on a study of the Poor Relief Act in cooperation with the **Mainland Branch**. It was noted an application was received from Joan Walker.

**May 11, 1951** - Meeting of the **Board of Directors** of CASW held in Winnipeg - No one from Nova Scotia attended the meeting. An application for membership was received from Sister Mary of Nazareth who was sponsored by Jane Wisdom and Sister Thomas Marie.

**June 13, 1951** - Minutes of meeting of the **Mainland Branch**. Eighteen members were present. Eight new members were accepted during the year. The Treasurer was a Mrs. Day and the Membership Committee Chair was Mr. MacDonald. Total membership for the Branch was 49. Chair of the Publicity Committee was Isabel McLellan. Ms. Lorraine McNeely, a member of the Committee on Employment and Personnel Standards reported that the Committee had studied salary scales. Mr. Hancock, Fred MacKinnon and Ms Torrey spoke on the Civil Defense Organization.

**Sept. 29, 1951** - Minutes of the **Board** Meeting of CASW held at McGill School of Social Work. - No one attended from Nova Scotia. It was noted that Mrs. Margaret Payne's application was received in September.

**October 15, 1951** - Minutes of the Monthly Meeting of the **Mainland Branch** of CASW at the MSSW - There were 17 members present. Elizabeth Torrey was President and Charlotte Studd, Acting Secretary. Charlotte Mattar agreed to act as Chair of the Membership Committee; Sister Mary Clare was Chair of the Employment and Personnel Standards Committee. George Hart and Isabel MacLellan acted as a Committee to assist Miss Coke (National Health and Welfare) while she was in Nova Scotia to undertake a survey of social work positions. Mrs. Margaret Trost heads a Committee on Civil Defense and Ms. Lillian Romkey agreed to be corresponding member for the Education Committee. Mrs. Florence Mielke was appointed Branch Secretary replacing Pauline MacDonald. It was noted that fees would not be increased for the coming year.

There was a discussion led by Elizabeth Torrey about membership requirements and programs for the coming year. Ms. Montgomery reported on programs of other branches across Canada and Mr. Hancock suggested the use of firms make the meetings more interesting.

The speaker for the meeting was Margaret Payne from the Department of Indian Affairs in Nova Scotia. George Hart gave a short talk on the history of Indians in Nova Scotia.

**December 1, 1951** - Minutes of the **Board of Directors** meeting. - Frances Montgomery represented Nova Scotia. There was note of the fact CASW fees will be deductible from income tax due to revision of the Income Tax Act in 1951 which allows the deduction of fees for membership in professional associations. Miss Touzel spoke of the Canadian Conference on Personnel Needs that took place four years before and led to the Study of Effective Demand for Social Work Personnel and the establishment of the Personnel Committee of the Council.

**Branch** reports included one from Nova Scotia. Frances Montgomery reported that the Branch had circulated a questionnaire regarding the kind of program members wanted at meetings. One of the meetings was devoted to Indian Affairs and the November meeting focused on Ethics. The Branch plans to hold a meeting focused on Civil Defense.

CASW Board engaged in a discussion of several topics including the Constitution of CASW, fees and membership requirements.

Board of Directors - on the agenda was an article "Licensing - A goal for the Profession"

Reference to January, 1947 Joint Submission by the Canadian Welfare Council and the CASW to The Special Joint Committee of the Senate and the House of Commons appointed to examine and consider The Indian Act.

Other documents in the file were an Outline of Personnel Policies In Canadian Social Work as proposed by CASW and a Letter and Statement on proposed Code of Ethics for Social Workers prepared April 7, 1952 by Simone Pare, Chairman of the National Ethics Committee.

Application made for membership in CASW as of May 14, 1952 made by Gwyneth Lloyd Hughes. Sponsoring letters were received from Phyllis MacDougall and D.H. Johnson.

**December 1, 1951** – A report titled: “Licensing – A Goal for the Profession” was located in the minutes of the December 1, 1951 **CASW Board** meeting. This was a report by the National Committee on Licensing and Registration. The Committee recommended that licensing be recognized as the goal for the social work profession.

**March, 1952** - Applications for Membership in CASW were received from Andrew John Crook, a school graduate and from non-graduates D. H. Johnson and Margaret Godfrey. Mr. Johnson was sponsored by Fred MacKinnon and George Hart. Ms. Godfrey was sponsored by George Hart and Phyllis MacDougall.

**May 17, 1952** – Minutes of the **CASW Board** of Directors meeting – Mary Currie, Chair of the Licensing Committee reported that five branches were interested in Licensing: NS Mainland Branch; BC Lower Mainland; Montreal; South Saskatchewan; and Vancouver Island. The Board of Directors approved licensing as a goal of CASW for the future. It was agreed to spend the next two years to study licensing and to inform social workers about it and to make it a topic of conferences and panel presentations. It was agreed that the next licensing committee prepare draft licensing legislation for study by the Branches.

**June 1, 1952** – **CASW Mainland Branch** Membership List – There were 51 members listed including: D.R. Allen; Andrew Crook; Beatrice Crosby; Joseph Grandy; L.T. Hancock; D.H. Johnson; Gwendolen Lantz; Florence Mielke; Frances Montgomery; F.R MacKinnon; Isobel McLellan; W.G. Phillips; Lillian Romkey; Gwendolyn Shand; Sr. John Elizabeth; Sr. Mary Clare; Elizabeth Torrey;

Branch Officers - President – Sr. Mary Clare; Vice-President – L.T. Hancock; Secretary – Beatrice Crosby; Treasurer – Joan Walker; Branch Representative – Frances Montgomery.

**June 4, 1952** - Location: National Archives (Vol. 32, file #19) – Minutes and reports of the **Branch AGM** which was held at the Mt. St. Vincent College. There were 21 members present. Outgoing President was Elizabeth Torrey. The Treasurer reported \$34.89 on hand. There were reported to be 52 members in the Branch. Secretary was Florence Mielkie.

A note was made by Frances Montgomery, Branch Rep. to CASW, that licensing was discussed and noted that licensing was favoured by Nova Scotia and British Columbia.

Miss Mattar was Chair of the Membership Committee and reported there were 52 members in the Branch.

Miss Isobel MacLellan, Chair of Publicity, noted that Mr. L.T. Hancock contributed an article to the Social Worker, “News of Schools of Social Work”. Also, Andrew Crook contributed an article, “Mental Hygiene in Obstetrics”.

Mr. Grandy, Chair of the Program Committee, reported 8 program sessions during the year with an average

attendance of 17.

The new slate of Branch officers was noted:

President	Sister Mary Clare
1 <sup>st</sup> V/P	L.T. Hancock
2 <sup>nd</sup> V/P	Joe Grandy
Secretary	Florence Mielkie
Treasurer	Joan Walker
Corresponding Secretary	Beatrice Crosby
Branch Rep	Frances Montgomery
Membership	Jessie Lawrence
Publicity	Andrew Crook
Program	Jean MacArthur
Licensing	Margaret Doolan
Employment and Personnel Standards –	W.G. Phillips
Nominating	Margaret Trost

**September 17, 1952** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting. There were 21 members present and Sister Mary Clare was President. Pauline MacDonald was appointed to Chair the Membership Committee. A suggestion was made to amend the Branch By-laws to give the Executive Committee the authority to fill vacancies on the Branch executive.

**October 15, 1952** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting. There were 34 members present. Sister Mary Clare was President and Florence Mielkie was secretary. There was discussion on the proposed By-law amendment regarding giving the executive authority to fill vacancies. Frances Montgomery stated that it gave the Executive too much power for example: if there were several vacancies to be filled then most positions would end up being appointed rather than elected by the membership. The meeting eventually agreed to compromise by limiting to three the number that could be appointed.

**January 21, 1953** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting. There were 30 members present. A program session was the major activity prepared by the Program Committee.

**January 31, 1953** – Minutes of the CASW **Board of Directors** meeting – Frances Montgomery gave the report from the NS Mainland Branch which indicated that the current education program was titled: “Our Professional Development”. The January topic was: “Community Organization”, and the January topic was” Personnel Practices and Standards”. At each meeting, a book is reviewed and the program is evaluated.

The Cape Breton Branch representative, Ms. Casey reported that the Branch plans to bring “realities of need” to the attention of the public.

Student members of the Mainland Branch approved on January 31, 1953 were: Joan Cummings, Walter Baker, Ruth Hopkins, and Margery Jean MacLean. All had BA’s plus 1 year at the MSSW.

Active members of the Mainland Branch approved on January 31, 1953 were: Shirley Phillips, Diploma in Social Work; and Charlotte Ritcey, Mary L. MacLeod, and John Walker all who had a BA plus 1 year at MSSW.

**February 18, 1953** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting. There were 31 members present. A note was made that national committee on Education in Social Work was located in

Halifax. Frances Montgomery was the national Chair with committee members: Margaret Trost, Mr. Ram, Mr. Hancock, Fred MacKinnon, and Robert Langin.

Pauline MacDonald, Chair of the Membership Committee reported that there were 66 members in the Branch.

Frances Montgomery, CASW Rep, reported on the national activities.

**March 18, 1953** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting. There were 27 members present.

There was a motion to join the Halifax Film Festival with the hope that this would provide the Branch with a chance to influence what films were chosen for viewing (approved).

A note was made that Mr. Tom Blue was the new Executive Director of the CAS of Halifax.

Notice that Ms. Romkey and Miss Montgomery were ill.

The program Committee presented a discussion on “Ethics”.

**April 15, 1953** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting. There were 25 members present. No items of interest noted.

**May 11, 1953** – Minutes of the **CASW Board of Director’s** meeting – It was noted in the minutes that Greg MacKenzie joined the NS Mainland **Branch** with a BA plus 1 year at the MSSW.

**May 20, 1953** - Location: National Archives – (Vol. 32, file #19) – Minutes of **Branch** meeting. There were 17 members present. There was a proposal to have a joint meeting of maritime branches during the conference.

**1953** – Location: NSARM (RG 72, vol. 8, file #6) Annual Report of the CASW Mainland **Branch** for 1953-54. There were several committee reports. Please note the Licensing Report by Chair, Margaret Doolan. Her report mentioned three committee objectives which indicate the thinking on licensing by the Branch at that time. (a) to educate other professions and groups in the community about the need for regulation; (b) to learn more about the legislative process for passing legislation; and (c) to consider licensing a long-term goal in Nova Scotia due to the small number of social workers and the general lack of understanding of the social work profession.

Frances Montgomery was the Branch representative to the CASW and also Chair of the national Committee on Social Work Education which she stated, “...had a nucleus in Halifax”.

Branch statistics for the Mainland Branch as of June 1, 1953: active – 49; associate – 5; and student – 12; Total – 66.

**June 10, 1953** - Location: National Archives – (Vol. 32, file #19) – Minutes of **Branch** meeting. There were 35 members present. There was a discussion of the Maritime Social Work Conference held in June.

**1952-53** – Location: National Archives – (Vol. 32, file #19) – **Branch AGM Annual Reports. (Date of meeting?????)**

President was Sister Mary Clare noted that the Branch was the first organization she held a president’s position

outside her Order. She noted in her report that membership was increasing; a program topic presented for discussion at each Branch meeting; there were several press releases made; the Licensing Committee continued to work for the future implementation; Frances Montgomery was appointed national Chair of Education in Social Work. Sister Mary Clare mentioned that this appointment by the national body showed that national had confidence in the Branch and it was strong enough to carry it for the country.

Program Committee Chair, Jean MacArthur, reported that there were 8 meetings from September to May (except December) on the theme: "Our Professional Development". Presentations were after the business meetings and were well attended. Members of the committee were: Sister John Elizabeth, Jean Morrison, Mrs. Douglas Ferguson (Charlotte Studd), and George Hart.

Publicity Committee chaired by Andrew Crook with members Isobel MacLellan, Miss Shand, and Miss McNeally. Committee goals were: to interpret social needs; and to keep the membership informed. Some accomplishments: news notes were sent to national for inclusion in the Social Worker; got the press to list Branch monthly meetings; tried to enhance the status of social work through the press and through members' contact with the community.

Membership Committee reported that there were a total of 66 members in the Branch. A special approach to students to join the Branch and the committee contacted all eligible potential members to join.

Social Work Education Committee chaired by Robert Langin reported that national had asked local branches to make the subject of recruitment a priority which was carried out during the year.

Licensing Committee, Chaired by Margaret Doolan had its priorities set by national. Goals were: to publicize social work to other professions; to study the survey results of a national survey by Health and Welfare Canada; and to draft a licensing act. Ms. Doolan stated that licensing in Nova Scotia was a very distant goal because supply of social workers did not meet the demand. Also, there is a lack of understanding of social work as a profession among other professions and the general public which made progress difficult at the time.

**October 21, 1953** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting. There were 42 members present and Sister Mary Clare was president.

A motion was approved that there was a need for a social worker at the Children's Hospital in Halifax. This was a need recognized in 1950 but there was no budget established and so therefore, no social service department. The hospital agreed to have a MSSW social work student placement at the hospital in 1953 supervised by L.T. Hancock. A report was prepared on the need for a social service dept. at the hospital by social worker, Mary Mansour who stated three roles for the social worker: to provide casework services to the relatives of the child; to provide casework services to the child; and to provide a liaison between the hospital and the home environment.

**November 28, 1953** – Minutes of the **CASW Board** of Directors – Frances Montgomery, the **Branch** Representative for Nova Scotia commented on the issue of private practice which was raised in the context of regulation of the profession. The concern seemed to be related to the high number of individuals engaging in private practice with no protection of the public. She favoured the idea of licensing agencies rather than individuals and that the opinion of members of the Nova Scotia Mainland Branch was that licensing social workers was far in the future.

The Branch was also in the midst of planning a community workshop on program evaluation and planning.

**January 30, 1954** – Minutes of the **CASW Board** of Directors – Frances Montgomery was Chair of the Education in Social Work Committee. Also as Representative of the Mainland Branch she reported that the Branch activity was devoted to social work education from the employer’s point of view. A workshop was being planned for March.

A new member noted for the Cape Breton Branch was Barbara Bell, BA plus 1 year of training at Mc Gill University. A new member for the Mainland Branch was Rev. Fr. John Webb, a student at the MSSW. Membership statistics for the Mainland and Cape Breton Branches were noted on January 1<sup>st</sup> of each of the following years:

Branch	1952	1953	1954
NS Mainland	48	50	65
Cape Breton	14	12	14
NS Totals	62	62	79
National Totals	1,461	1,660	1,776

(Copy of the Mainland Branch membership list for January 1954 is in RG 72, vol. 8, file #6 - NSARM)

**February 17, 1954** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting. There were 34 members present. Activity was mostly program.

**March 18, 1954** – A report of a nucleus committee of the National Committee on Licensing of Social Workers was located which indicated legal advice had been sought and recommended that the CASW promote registration with a clause restricting practice rather than attempt licensing which provincial legislatures would be unlikely to pass.

**March 31, 1954** – National Office Report – Harold Crowell joined the Mainland **Branch**. He was employed as the Executive Director the CAS of Windsor, NS

**May 13, 1954** – **Branch** Officers – President – L.T. Hancock; 1<sup>st</sup> Vice-President – Isobel McLellan; 2<sup>nd</sup> Vice-President – Katherine Dunn; Secretary – Joan MacLeod; Treasurer – Janet Gillis; Branch Representative – Sr. Mary Clare.

**May 29, 1954** – Minutes of the **CASW Board** of Directors meeting – A report on licensing revealed that after receiving legal advice, the committee should prepare a draft legislation on registration and not licensing. The reason given was that registration with limited practice would be just as effective. Licenses usually are granted for a specific act such as operation of a motor vehicle. It was noted that only a few Branches were interested and recommended that the committee discontinue since any action would need to be at the provincial level. Agreed that the committee to continue as a clearing house for distributing information when Branches decided to pursue licensing in the future.

The representative for the NS Mainland **Branch** reported on a study on psychopaths. Also the Branch AGM was held and it was noted that there was considerable professional growth and development among social workers in Nova Scotia.

**June 1954** – There was information on **Frances Montgomery**. She was a candidate for CASW president at this time. Some information on her resume included: Assistant Director of the MSSW; MSW from the University of Pennsylvania and diploma from McGill University; member of the CASW since 1934; acted as chair of

various CASW committees ( e.g., Chair of the national committee on social work education – see the brief on file prepared from data collected from a questionnaire sent to all schools of social work); member of national committees served on the national board of directors during 1946-47 and 1950-54; member and served on the Branch executive of the Nova Scotia Mainland Branch.

**June 2, 1954** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch AGM**. There were 36 members present. President was L.T. Hancock. Frances Montgomery, CASW Rep, reported membership stats for the national organization. Active members – 1,633; Associate – 216; Student – 85; and Other – 40.

**1953-54** - Location: National Archives – (Vol. 32, file#19). Annual Reports of the **Branch**

Frances Montgomery, CASW Rep, presented her report on the work of the national Social Work Education Committee. She also presented a statement, “Standards for the Graduation of Caseworkers from the Canadian Schools of Social Work”.

The Secretary, Beatrice Crosby, reported that the Branch met 8 times during the year with an average attendance of 35 members per meeting.

Program Committee Chair, Jean MacArthur, reported that there was a program topic for each Branch meeting under the theme: “Our Professional Education”.

Membership Committee Chair, Pauline MacDonald, reported that there were 77 members in the Branch. The committee discussed a question from national as to the possibility of opening up the national association to persons not professionally trained. The Branch decision was to reject this possibility and to maintain the professional degree in social work as criteria for membership in CASW.

Licensing Committee chair, Margaret Doolan, reviewed the national draft bill to register social workers. The committee raised the following concerns: there was no explanation as to why the change in direction to registration and not licensing; why the examination Board was to be approved by the schools of social work and not the CASW; and no consultation with CASW in preparation of the draft.

**September 24, 1954** - CASW Minutes of Biennial Meeting Reports

- Information for delegates
- Report of National Programme and Evaluation and Planning Committee 1954 for discussion at Delegate Conference, September, 1954
- Minutes of Biennial Meeting of CASW, Ottawa September 24/54 - **Branch** Representatives were Sister Mary Clare (Mainland) and Mr. Dennis Chaisson (Cape Breton)
- Biennial Reports for 1952-54 - Under the report of the Membership Committee the Nova Scotia **Mainland Branch** had 50 members in 1952 and 79 members in 1954. The **Cape Breton Branch** had 14 members in 1952 and 16 members in 1954.

Total membership in CASW was 1,611 in 1952 and 1,926 in 1954

**September 25, 1954** - Meeting of the Board of Directors of CASW, Ottawa. A copy of the tentative agenda and Notice of the Meeting are in the file. The representatives from Nova Scotia were Sister Mary Clare, **Mainland Branch** and Peter MacDonald, **Cape Breton Branch**. Sister Mary Clare was one of the Vice Presidents of the National CASW. The President of CASW was Father Gowenlock and the Executive Secretary was Joy Maines.

- The Minutes from May 1954 were presented.
- Under membership applications Sister Mary Clare reported that the Nova

Scotia Mainland Branch found student membership of value but raised a question about the financing of membership

- **Page 8 discusses licensing**

- New members from Nova Scotia were Jean MacEachern and Reg Purdy from the **Cape Breton Branch**

Total membership of CASW National as of October 31/54 was 1,943

**October 20, 1954** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting. There were 42 members present including the first students from the MSSW. It was noted that Sister Mary Clare was the 1<sup>st</sup> Vice-President of CASW.

**November 17, 1954** - Location: National Archives – (Vol. 32, file #19) – Minutes from the **Branch** meeting. There were 48 members present and the President was L.T. Hancock.

Dr. Elizabeth Govan was the national chair of the Licensing Committee. In her report, she mentioned that the committee was set up in 1944 to study the possibility of licensing for the social work profession. In 1950 the committee reported that licensing should be a goal of the profession. The British Columbia Branch was reported to be the most interested in licensing and have increased membership fees to fund investigation of complaints and to bring about a licensing statute in their province.

**November 27, 1954** - CASW **Board of Directors** met in Toronto. File contains an Agenda and Minutes. No one from Nova Scotia was present at the meeting.

- **Harold on page 3 there is a discussion on licensing**

- Cancellation of Membership for non-payment of fees at the end of 1954 were: Mrs. Charlotte Boats, Miss C. Clancy, Miss Joan Cummings, Mr.

George Hart, Janet Robertson all from the Mainland Branch.

**January, 1955** – See Article “CASW - Licensing and Provincial Organizations”

**January 19, 1955** - Location: National Archives – (Vol. 32, file #19) – Minutes from the **Branch** meeting. There were 28 members present and L.T. Hancock was President.

Mentioned that the Maritime Social Work Conference was to be held in Halifax June 21-23, 1955. A meeting of regional CASW Branches was also planned during the conference.

**February 16, 1955** - Location: National Archives – (Vol. 32, file #19) – Minutes from the **Branch** meeting. There were 24 members present. The program part of the meeting was on the topic of children’s services.

**March 18, 1955** - Location: National Archives – (Vol. 32, file #19) – Minutes from the **Branch** meeting. There were 27 members present. It was noted that there was a need for assistance to the unemployed by the federal government.

**April 1-2, 1955** - CASW Board of Directors Meeting, Ottawa. Sister Mary Clare represented the **Mainland Branch**. On April 1 the following is noted:

- Proposed By-law change regarding provincial organizations to allow for the establishment of provincial organizations of CASW so that branches within a province may unite to form a provincial Association
- Report from Branches - NS Mainland: Sister Mary Clare reported there was a high degree of audience participation in branch programs. Concern was expressed regarding the non-attendance of out-of-town members. So far the Branch has not designed a form letter to keep members informed. There has been no violent reaction to an increase in Branch fees.

- April 2/55 - Sister Mary Clare present. There were more Branch reports and on **page 8 more about licensing**

Letter attached to the Prime Minister, the Honourable Louis Saint Laurent dated March 1, 1955 and other correspondence regarding the problem of unemployed but employable fellow citizens.

**May 18, 1955** - Location: National Archives – (Vol. 32, file #19) – Minutes from the **Branch** meeting. There were 28 members present. Mostly program meeting.

**May 28, 1955** - Meeting of the CASW Board of Directors, Montreal.

- There was discussion of changes to the Constitution and the formation of provincial organizations
- **Branch Reports:** Sister Mary Clare reported for the Nova Scotia Mainland Branch that the most significant work of the branch was done by the Ethics Committee to review the section of the Code of Ethics dealing with confidentiality. She read the report of the committee which is to be published in the June issue of the Social Worker. Further, she reported that a regional meeting of the members in the Atlantic Provinces would be held in Halifax on June 20, 1955 which would be attended by Joy Maines, Executive Secretary

There were no applications for membership from Nova Scotia at this meeting.

**May, 1955** – CASW News Bulletin, Vol.3, Number 1 – See the article dated January, 1955 – “CASW: Licensing and Provincial Organizations”.

**June 15, 1955** - Location: National Archives – (Vol. 32, file #19) – Minutes from the **Branch AGM** meeting. There were 31 members present. No annual report available on this file.

**June 15, 1955** – CASW Mainland **Branch** report by Branch Representative, Sr. Mary Clare – Sr. Mary Clare mentioned the first CASW Delegate Conference which was attended by 19 delegates from 23 CASW Branches. Some of the topics covered by the conference included: structure of the association; composition of the national board; national committees; a newly created Executive Committee. Sr. Mary Clare also commented on social action, ethics, and a proposed Atlantic Region meeting to be held in Halifax on June 20, 1955.

**June 20, 1955** - Location: National Archives – (Vol. 32, file #19) – Minutes of the meeting of the **CASW regional Branches** held in the evening prior to the Maritime Social Work Conference.

**June 20, 1955** - The first Atlantic Regional Meeting of the CASW was held on this date at the Lord Nelson Hotel in Halifax. The agenda included discussion on: Licensing; Membership; Recruitment; and Closer regional participation among the Atlantic branches.

Joy Maines, Executive Director of the CASW led the discussion on Licensing. She stated that licensing (a) protects the public; (b) adds status and dignity as it has done with other professions; and (c) can assist in recruiting new members. Ms. Maines said that the newest term being used for licensing was “legal regulation of practice”.

She reviewed two types of regulation: (a) Registration which provides protection of the title, “RSW”, provides for a Board of Examiners completely separate for the professional association, minimum qualifications for new candidates, and a grandparenting clause to include people who are in the workplace but do not have the minimum qualifications. She mentioned that the State of California was the only state to have registration. The main problem they experienced was that many people do not apply for registration. (b) Certification – Compulsory. Can not perform certain acts or call themselves a social worker without being certified.

Copy of the Report of the CASW Special Committee on Private Practice. Raised several questions such as: How should private practice is defined? Should the study be CASW-wide or more limited? Collect data from direct or indirect sources (e.g., from CASW members or a group of corresponding members)? Should the project study individual persons or the possible types of private practice? What is the CASW opinion on private practice? How to include ethics and personnel policies in the study?

**June 20, 1955** - CASW Minutes and Correspondence regarding Regional Meeting of Atlantic Provinces Branches 1955 in Halifax.

- Agenda - Licensing, Membership (graduated fees, “Significant Contribution” basis), Recruitment, Closer Regional Participation by Branches in the Atlantic Provinces
- 50 members present
- Sister Mary Clare chaired the meeting and Joy Maines was the speaker
- Lawrence Hancock was the President of the **Mainland Branch** and Peter MacDonald, President of the **Cape Breton Branch**
- File contains many letters between Sister Mary Clare and the National and Atlantic Provinces branches.

**October 15, 1955** - Minutes of the **CASW Board** meeting - It was noted that Dennis Chaisson of **Cape Breton Branch** was present.

There as mention that Joy Maines, Executive Director of the CASW attended the Maritime Regional Conference held in Halifax in June 1955. Sr. Mary Clare was Vice-President. Conference topics were: licensing; membership; recruitment; and regional participation.

There was mention that the first edition of the newsletter was sent out to members in May 1955.

The **Cape Breton Branch** report was given by Dennis Chaisson. He reported that the Branch conducted a study of Mother’s Allowance legislation in Nova Scotia. A brief was prepared and circulated in the province which called for adjustments to the Poor Relief Act so that all needs would be covered.

A new member for the **Mainland Branch** was noted to be Joan Cummings.

**October 19, 1955** – Location: National Archives (Vol. 33, file #5) - CASW **Branch** meeting.

**November 16, 1955** – CASW Mainland **Branch** membership list – There were 63 members including: Dexter Allen; M.T. Blue; Jessie Casey; Reginald Craig; Andrew Crook; Beatrice Crosby; Harold Crowell; Joan Cummings; Conway Ellsworth; Lawrence Hancock; D.H. Johnson; Gwendolyn Lantz; Pauline MacDonald; A.G. MacKenzie; Frederick MacKinnon; Isobel McLellan; Florence Mielke; Edith Mingo; Frances Montgomery; Welsford Phillips; Lillian Romkey; Gwendolyn Shand; Sr. John Elizabeth; Sr. Mary Clare; John Walker; Jane Wisdom.

**November 26, 1955** - Minutes of the **CASW Board** meeting. Sr. Mary Clare was noted as present and gave the **Mainland Branch** report. She reported on a special meeting with students of the MSSW to encourage them to join the Branch while students. The Branch was concerned that if they do not approach students when the school term begins, then it is difficult to persuade them later. Frances Montgomery was noted as keeping the Branch informed about the CASW Public Relations study. It was mentioned that the Branch is interested in using radio as a means of interpretation.

Dennis Chaisson gave the **Cape Breton Branch** report. He reported that the Branch invited a guest speaker, Marie Theresa Mendes from Rio de Janeiro, a social worker who was studying at the Antigonish Cooperative Movement at St Francis Xavier University. She was a senior social worker in her agency in Brazil and also president of two local cooperatives. There were seven social workers in a community of 5,000. Casework is almost non-existent and much work is done in groups.

**January 1956** - See a copy of document on a model for a proposed constitution and By-laws for the formation of provincial organizations.

**January 18, 1956** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting.

**February 4, 1956** - Minutes of the **CASW Board** meeting - Sr. Mary Clare was present from the **Mainland Branch**. Her branch report mentioned new members, Hildegard O'Neil, Reg Purdy, and Judge W.G. Phillips.

The CASW expressed concern about social work education and how it was developing throughout the country. There was agreement that the CASW should not only be concerned about professional education in schools of social work and on-going professional development and staff development programs, but also should be concerned about the many levels of training that are rapidly developing. The concern was that the CASW needed to establish criteria that would recognize the essential elements to be included in in-service training programs while recognizing the supply and demand problems with respect to professionally trained social workers.

Nova Scotia **Mainland Report** - Sr. Mary Clare again reported that the Branch was active in arousing interest in social work students in the professional association while they are still students so that they would ...”acquire the conviction that membership in the association contributes to and is part of professional development”. Sr. Mary Clare also mentioned that the Branch was impressed with the revision to the Code of Ethics, the model constitution for provincial organizations, and the basic criteria for social work education. She also mentioned that they were looking forward to a visit from the national president at the next meeting in February.

Total membership in CASW as of November 28, 1955 was 1,987. It was also noted that there were 265 members who had not paid their membership fee on time. Total proposed budget for 1956 was \$33,890.00.

**February 12, 1956** – CASW Mainland **Branch** Officers (1956-58)– President – Mary MacLeod; 1<sup>st</sup> Vice-President – Isobel McLellan; 2<sup>nd</sup> Vice-President – Sr. John Elizabeth; Secretary – C.A. Kavanagh; Treasurer – Janet Gillis; Branch Representative – L.T. Hancock.

**February 15, 1956** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting. There were 47 members present.

**March 7, 1956** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting. L.T. Hancock was noted to be President.

**March 21, 1956** - Location: National Archives – (Vol. 32, file #19) – Minutes of the **Branch** meeting. Mention was made of the proposals made by the Cape Breton Branch for amendments to the Mother's Allowance Act.

**March, 1956** – CASW News Bulletin – A note was made concerning the trend toward social workers meeting in regional groups to discuss local concerns. One of the topics discussed was the legal regulation of social work.

**April 14, 1956** - Minutes of the **CASW Board** meeting - Sr. Mary Clare representing Nova Scotia

**Mainland Branch** was present.

This Board meeting seemed to be preoccupied with the proposed formation of a B.C. provincial association (see documents dated February 15, 1956 in the file). Several documents were sent to the

Board members prior to the meeting so that a good discussion could take place on the matter. The B.C. Mainland Branch had been concerned with the need for licensing at the provincial level since 1944 and had set up a licensing Committee to study the issue. The members of the Branch were concerned that the profession needed licensing in order to be effective in collective bargaining and other matters. At that time a National Licensing Committee with its nucleus in B.C. recommended a form of provincial organization in order to implement licensing. By 1954, the National Board of CASW was committed to the concept of a provincial organization and was ready to make provision in its By-laws for the formation of provincial organizations. It appears from the documentation from the B.C. Mainland Branch dated February 15, 1956, that the B.C. Mainland Branch Interim-Provincial Committee struck to review provincial incorporation was formed by the general membership of B.C. on March 25, 1954. The B.C. Committee decided to focus on provincial organization rather than licensing as a first step. The National Board had recommended that the B.C. Mainland Branch set up an Interim-Provincial Committee to ensure that the views of the entire membership had the opportunity to express their views on the proposal.

The CASW Board meeting of April 14, 1956 was a discussion of how the details of provincial organization could be worked out under the current CASW Constitution and By-laws and what amendments would need to be made. A number of issues were identified: the difference between provincial organization within the CASW and the legal incorporation of a provincial organization within a province; to ensure that the professional standards were maintained by the new entity i.e. provincial organization; the functions of the provincial entity as opposed to the national association; and the need for another independent entity or licensing board if licensing is ever attained by a provincial organization and how that would effect membership in both the provincial and national associations.

By 1956, the B.C. Interim-provincial Committee had changed its name to the B.C. Committee of CASW composed of the three B.C. Branches and had succeeded in developing: an historical summary of the activities of the Branch toward provincial organization; a review of the issues and outstanding concerns that would need to be resolved; a work plan and sequence to achieve the goals of (a) incorporation, (b) “blanketing-in” or a guarantee that every social worker in B.C. would be admitted to membership, (c) bargaining, and (d) licensing; and a glossary of terms and a proposed Constitution and By-laws.

**May 12, 1956** - Minutes of the **CASW Board** meeting - Membership as of May 1, 1956 was 1,925. Mary Lou Courtney and Henry Bourgeois were mentioned as new student members from the Nova Scotia **Mainland Branch** and were enrolled as full-time students at the MSSW.

There was some discussion on ethics, a report on membership, a recommendation that The Social Worker should become a quarterly; a national survey on membership; and a discussion on the potential of the national association to regulate licensing which was dismissed because regulation was a responsibility of the provinces.

**May 16, 1956** – CASW **Branch** meeting. Contains a copy of the **Branch** By-laws, copy of the Branch membership list (61 members).

**June 18, 1956** - Excerpts from Minutes of Biennial Meeting, Edmonton, re: Provincial Organization.

**September 29, 1956** - Ottawa - Minutes of the **Board of Directors** Meeting of CASW

- Sister Mary Ian represented the **Cape Breton Branch**
- “New Applications” as of June 11, 1956 - **Nova Scotia Mainland** - Miss Marian McPhee (Former Member) rejoining as an Associate.

**December 1, 1956** - “Report Re: Unpaid Members” as of shows that Nova Scotia **Mainland** had a total membership of 69 with 6 unpaid members; **Cape Breton** had a total membership of 19 with 1 unpaid member. In addition the total membership for CASW was 1989 with 199 unpaid.

**December 8, 1956** - Montreal - Minutes of the **Board of Directors** Meeting of CASW

- Lawrence Hancock, **Mainland Branch** was present at the meeting.
- “**Branch Reports**” - Mr. Hancock reported that the membership committee of the branch has been very active and succeeded in interesting students at the MSSW. All other eligible persons were contacted and most have already joined the Association. The focus of interest of the branch this year is on civil defense and the role and responsibility of CASW members in the development of welfare services in civil defense. Also been concerned about what the Branch may be able to do in assisting Hungarian refugees whose port of entry is Halifax.
- “New Applications” as of December, 1956 - **Nova Scotia Mainland** - Mr. H. E. Newell (student); Sister Patricia Burke (student)
- “New Members” as of November 2, 1956 - **Nova Scotia Mainland** - Normand Martin Clavet (student); Murray Harmon Manzer (student); Miss Mary H. Farmer (student)

**December 1956** – A letter from M.L. MacLeod to the **Branch** members stated that the CASW and the Halifax Welfare Council were asked to cooperate in the planning for the arrival of Hungarian refugees to the city – 2,500 were expected over the next four months. Members were asked to provide casework services and Jessie Casey was appointed coordinator of volunteers.

A letter in the file to CASW from R. Langin of the Department of Public Welfare quoted the salary scale for front line workers and senior staff. For example, salary range for the Assistant Deputy Minister of Welfare was \$4,680.00 to \$5,430.00 over six increments.

December, 1956 – CASW News Bulletin – Vol. 2, Number 4 – Contains an article on the formation of provincial organizations.

**January 16, 1957** – CASW **Branch** meeting discussed a large number of Hungarian immigrants that was arriving in Halifax (2,500). The Branch was called upon to provide casework services and to work with the Red Cross, Immigration, and the Port Authority as the immigrants disembarked from their ships. Jessie Casey spoke on the role CASW members will have in Hungarian immigration in Nova Scotia. **(Need to locate more information about the immigration of the Hungarian immigrants.)**

*{Most Hungarians living in Canada today arrived in the country as refugees after the anti-Soviet revolution in Hungary in 1956. Never before or since had they come in such large numbers. However, there are also Hungarian-Canadians whose ancestors came to this country over hundred years ago, and many who arrived here since the late 1950s. In recent Canadian population censuses, over 120,000 of Canada's residents claimed Hungarian as their ancestry. The greatest concentrations are in metropolitan centres, in particular in Toronto, Montreal and Vancouver.*

**The immigrants who came before the 1930s were mainly economic migrants. They tried to escape poverty**

**in some parts of the Hungarian countryside as well as an antiquated social system in which poor peasants enjoyed little or no respect. Those who came later were predominantly political refugees who wanted to escape political persecution and/or foreign domination in their homeland. Many of the 1956 refugees feared retaliation by the Soviet authorities and their Hungarian allies for their participation in, or even just sympathy for a revolt against communist rule. Many of the Hungarians who had come to Canada in recent decades came because they felt discriminated against in the neighboring states that have Hungarian minorities.**

*The majority of Hungarian immigrants to Canada have been Roman Catholics, modern Hungary's population belonging mainly to the Roman Catholic Church. There were also many Eastern-rite Catholics especially among the pre-1930s immigrants. After the Second World War, Protestants were no longer under-represented among the Hungarians that came to this country. Jews usually made up a very small portion of Hungarian immigration. The most significant exception to this trend happened during 1956-57 when several thousand people of Jewish background came to Canada with the influx of the refugees.} - Source – www.Google.com*

**February 2, 1957** - Minutes of the CASW **Board of Directors Meeting, Toronto** -No representative from Nova Scotia attended.

- **Under “Incorporation” it was noted that the Letters Patent confirming Incorporation under Dominion Companies Act had been received and became effective on January 12, 1957.**
- “Naming of Representatives to the Canadian Committee on Social Work Education” - Miss Pauline MacDonald, Halifax, invited to be CASW representative of the tri-partite committee on Social Work Education.
- List of Cancellations of Membership - Mrs. A.M. Gilles (nee Dunne) from the Nova Scotia **Mainland Branch**
- New Applications as of January, 1957: from the Nova Scotia **Mainland Branch** - first year students at MSSW - Joan A. Gilroy; Helen E. Stayner; Gwen MacDonald

Attached to the Minutes is a copy of the Letters Patent; Financial Statement; Letter to Ruth Harvey from Rev. Shaun Gowenlock regarding activity with respect to the National Committee on Provincial Organization of CASW.

**February 20, 1957** – CASW **Branch** meeting

**April 6, 1957** - Minutes of Meeting of **Board of Directors** of CASW - in Ottawa -  
No representative from Nova Scotia was present

- Under “New Applications” as of February, 1957 it is noted that an application was received from Mrs. Ruth Hirsch from the Nova Scotia **Mainland Branch** and Miss Margaret Fenwick and Miss Margaret Teresa Mac Isaac first year students at the MSSW
- In March, 1957 Mrs. George Tracey (Mary Elizabeth Rand) resigned
- New Applications as of March 27, 1957 - Miss Carol Marie Campbell, Nova Scotia **Mainland Branch**
- Letter to L. T. Hancock from Joy Maines regarding discussion at the next **Mainland Branch** meeting on provincial incorporation.

**May 1, 1957** – CASW **Branch** meeting

**May, 1957** - News Bulletin CASW, vol. 2, number 2 - “Listening Here and There” indicates that the “The **Nova Scotia Branch** stated that they enrolled all second year students of the Maritime School as members of CASW They are involved in work with Hungarians and have organized conferences

with Vocational Guidance people and weekend institutes. The Branch also is planning to meet university students through visits, circulars, posters and articles for newspapers in addition to radio and TV appearances. A motion by the Branch was carried to C. B. C. people praising them on the high caliber of recent telecasts in the portrayal of the Social Worker in a few films.”

Under “Education” it is noted that the MSSW is offering a Civil Defense Course to its students.

“Special Notice to Members of C.A.S.W.’ - outlines the motion passed at the April 6, 1957 Board Meeting regarding a referendum to be held on a change to the bylaws which would allow for a category of membership for a provincial association of social worker

Under “Members” it was noted that Ruth H. Blue returned to work with the Halifax C.A. S. for a temporary period after Miss. Rand left.

**June 5, 1957** – Location: NSARM (RG72, vol.8, file #8) - Minutes of the Annual Meeting of the **Mainland Branch**.

Under New Business L. T. Hancock presented the need for a project for an Overall Plan for Welfare Services in Nova Scotia. It was moved by Joan Walker that a committee be appointed by the Executive to study and consider the scope of such a project. The motion passed.

**June 1957** – CASW Delegate Conference discussed a general statement on, “Implications of Provincial Organization”. The draft statement indicated that three provinces had “provincial committees” of CASW at that time: Ontario; British Columbia; and Quebec. Manitoba had formed a study committee on provincial organization. The statement identified the implications that may be faced when CASW members decided to organize a professional association. The implications were organized into four areas for discussion purposes: (a) Implications for individual members – What would be the status of the member in other provinces as well as the USA. Members of the CASW had an agreement with the NASW in the USA for associate membership; (b) Implications for Branches – Branches need to make sure that their members are in agreement with the move to provincial membership; (c) Implications for the committees considering provincial organization – to develop appropriate By-laws; and (d) Implications for the national organization – developing appropriate agreements with the provincial organizations.

**September, 1957** - News Bulletin CASW Vol.2, No. 3.

- Location of branches and number of members as of June, 1957: **Mainland Nova Scotia**: 44 active members; 11 Associate members; 10 students  
**Cape Breton**: 15 active members, 1 Associate member  
Total for Canada: 1,585 active; 296 Associate and 142 students = 2,023
- List of new members as of June, 1957 - Nova Scotia **Mainland Branch**: Active - Mrs. Ruth Hirsch; student - Carol M. Campbell, Margaret A.  
Fenwick, Joan A. Gilroy, Margaret T. MacIsaac, Gwen MacDonald and Helen E. Stayner
- Under News of Members it was noted that Mary Lou Courtney joined the staff of the CAS of Halifax on June 3 following her graduation from MSSW
- Announcement of a Delegate Conference on “Implications of Provincial Organization” to be held October 17-18, 1957
- Letter to L. Hancock from Ruth Harvey dated August 23, 1957 noting that the membership referendum vote was in favour of provincial organization was to go to the Delegate Conference in October.

**September 5, 1957** – Minutes of the first committee meeting which was established by the CASW **Mainland**

**Branch** to develop an overall plan for welfare services in the province. Present were: M. L. MacLeod, Sister Mary Clare, L.T. Hancock, Fred MacKinnon, Freda Vickery (Chair). Fred MacKinnon stated that the project could explore three areas: Child and Family Welfare; Public Assistance; and Corrections. The group wanted to ask the basic question, “Where is the present system going”. They seemed to want to develop an overall plan for welfare that would adequately meet the needs of the public in the future. The group agreed that the project was feasible but was still exploratory.

Mr. L.T. Hancock said that the project would be a blueprint for welfare services for the provinces. He said: “Working toward such a goal could strengthen professional ties and inter-professional ones as well, in that we could be drawing in all community workers concerned in the services under study. The CASW would be an ideal body to sponsor the study, being non-political, non-civil service. It would be a major contribution, the type of thing that we, as social workers, are ably fitted to undertake.”

Child and Family Welfare – This phase would study the existing pattern at home and elsewhere with a view to asking just where are we going/ What is the future for CAS vs. government service, child caring institutions, etc.

Public Assistance – To study these services in the three levels of government.

Corrections – To study the question: Is it to punish or treat?

**September 18, 1957** – Minutes of the committee to study welfare services. Present were: Harold Crowell; M.L. MacLeod; D.H. Johnson; Fred MacKinnon; L.T. Hancock; Jack Parsons; Mother Mary of St. Esther; and Freda Vickery, Chair. The group discussed funding for the project and suggested that the CASW might be interested in sponsoring the project. It was agreed that the Cape Breton Branch should be included in the project and that each sub-committee should have co-chairs, one from Mainland and one from the Cape Breton branches. Harold Crowell agreed to work on Corrections. Jack Parsons agreed to work on Child and Family Welfare. D. H. Johnson agreed to take the Public Assistance sub-committee.

**October 9, 1957** – Memo stating the date of the first general meeting of the **Mainland Branch** at the Home of the Guardian Angel, Halifax. At that meeting the members were informed about an “Overall Plan for Welfare Services in Nova Scotia” which was being organized by Branch members.

**October 19, 1957** - Meeting of the CASW **Board of Directors** in Ottawa - Peter MacDonald of the **Cape Breton Branch** was introduced as a new member and Lawrence Hancock remained the representative from the **Mainland Branch**.

- Noted under the report of the Membership Committee (special Applications) was the fact that Miss. S. Malhotra of the Nova Scotia **Mainland Branch** was recommended for membership having received training in social work in Great Britain and been employed for more than 12 months in Canada. The motion to grant her membership in CASW passed.
- There was a discussion of the cost of travel to attend meeting and Mr. Hancock supported the motion that the executive committee give further study to costs in time, money and administration for suggested meetings and present its findings to the Board.
- Under Branch Reports Mr. Hancock reported that the **Mainland Branch** had worked with the MSSW with regard to the recruitment of young people for social work training. He also stated that in cooperation with the **Cape Breton Branch**, the **Mainland Branch** is concentrating on a study of public welfare problems in the province. Peter MacDonald supported this in his brief report. **(May want to reread this.)**

Noted under new applications for membership since June 8, 1957 was Mrs. Sudarskan Malhotra.

**1957** – See also NSARM (RG 72, vol.8, file #6)

**January 22, 1958 Location:** NSARM (RG72, vol.8, file #8) - Minutes of the **Mainland Branch**, – Freda Vickery reported that 35 out of a possible 64 members responded positively to request for participation in the study of welfare services in Nova Scotia.

**January 25, 1958** - Minutes of the CASW **Board of Directors** Meeting in Toronto

It is noted in the Minutes that the total membership for CASW is 1584 active members, 281 Associate members and 71 student members. It also includes the membership by provinces for Jan. 1958. No one from Nova Scotia attended this meeting.

- Under new members it is noted that Sister Lydia Ann Tyskzo and Clifford S. Jones from the **Mainland Branch** were approved for membership.
- A resignation of a student, Margaret Theresa MacIsaac was noted.
- There was one cancellation of membership, Miss Marian MacPhee, from the **Mainland Branch**.

Included in this document was a list of new members as of Jan 17, 1958. The new members from Nova Scotia were: Marguerite Flora Inglis and Wilma Ruth Wood from the **Mainland Branch**. Student who joined from the first year at MSSW were: Miss. Clare Gillis; Miss. S. Marlene Davidson; Miss. Cecilia Brooks and from their second year Mr. Harvey J. MacArthur and Mr. Ronaldo Lavoie.

List of the Board of Directors of CASW for 1956-58 lists Sister Mary Ian from the **Cape Breton Branch** and Lawrence T. Hancock from the **Mainland Branch** as provincial representatives to the Board.

**March 22, 1958** - CASW **Board of Directors** Meeting - The meeting was held in Montreal and the Minutes indicate that no one was present from Nova Scotia. It was also noted in the Minutes that new members from Nova Scotia were approved as members: **Mainland Branch** - Jean Beverly Ross, George Henry Matthews, Joseph V. Richards and Catherine Rita Frew; Cape Breton Branch - Margaret Mary Yuhasz and Sister Paul Therese, C.S.M.

**MAY 8, 1958** - Letter to Ruth Harvey, President of CASW from Lawrence Hancock outlining the highlights of **Mainland Branch** activities:

- Establishment of a Steering Committee to draw up a blue print for welfare services in Nova Scotia. The committee was set up after the Branch had gained the support of the Department of Welfare officials.
- Three other committees were also set up as part of the above project. The committees were on Child and Family Welfare, Public Assistance, and Corrections.

**1956- 58 period** – Location: NSARM (RG72, vol. 8, file #8) - Biennial Report presented by Mary L. MacLeod, President of the Nova Scotia **Mainland Branch** of CASW notes that:

- Appeared before the Private and Local Bills Committee in Feb. 1957 urging the continuation of the 1954 amendments of the Poor Relief Act
- Plan to appear before the Legislature in support of the Public Assistance Act
- Offered services to Hungarian immigrants in 1957 and 1958

Report by L. T. Hancock, Branch Representative to CASW on the trend to establish one provincial organization representing all members – incorporation.

It was noted by Lillian Romkey, Chair of the membership Committee that there were 72 members in the Mainland Branch.

Sister Mary Clare, Chair of the Program Committee reported the committee's focus has been on the Implications of provincial organizations to members, branches and the national office etc.

**1958** – See also NSARM (RG 72, vol.8, file #6)

**1958-59** – Location: NSARM (RG72, vol. 8, file #8) - Annual Report of the Nova Scotia **Mainland Branch** of CASW– notes that there are 78 members as of March, 1959; a study of welfare services in Nova Scotia was completed during the year; report by the Branch Representative, Mary MacLeod, to the CASW.

**June 1959** – letter from Joy Maines, Executive Secretary of CASW, includes an up-date of the activities of the CASW **Board**.

**1959** – See also NSARM (RG 72, vol.8, file #6)

**Feb.10, 1960** – Location: NSARM (RG72,vol.8, file #8) - Letter to members from Ruth H. Blue, Chair of the Nominating Committee with a listing attached of the **Mainland Branch** Executive for 1958-60: President, Sister John Elizabeth; Vice Presidents, Freda Vickery and Joan Wilson; Secretary, Charlotte Mattar; Treasurer, Doreen Gillen; Assistant Secretary, Clifford Jones; Branch Representative, Mary Lou Clarke. A list of the active members of the Mainland Branch was also attached.

**February 12, 1960** – Location: NSARM (RG 72, vol.8, file #8) - Letter to membership from Ruth H. Blue noting the following new members: D. H. Johnson; Harold Crowell; Stanley MacDonald; Edward Newell.

Florence Mielke, Chair of Standards of Practice reported that the National meeting agreed that CASW would look at combining the Standards of Practice and the Code of Ethics.

Freda Vickery Chair of the Nucleus Committee provided the “Interim Report of the Nucleus Committee on the Study of Welfare Services in Nova Scotia. The study began in October, 1958.

**May 10, 1960** – Location: NSARM (RG72, vol. 8, file #8) - Letter from Sister John Elizabeth, President of the **Mainland Branch** to W. J. Finn, Civil Service Commissioner and FR MacKinnon expressing concern that advertising for social workers in the Mail Star did not mention professional training.

**May 18, 1960** - Location: NSARM (RG 72, vol. 3, file #2). Annual Report of the CASW **Mainland Branch**, Sister John Elizabeth was mentioned as being President. Several meetings of the CASW Mainland Branch in 1960, 1961, and 1962 were also found.

**September 23, 1960** – Minutes of the **CASW Board** meeting – Mentioned that Mr. Harvey MacArthur

(**Cape Breton Branch**) and Sr. John Elizabeth (**NS Mainland Branch**) were present.

A memo from the Board of Directors stated that a Structure Committee had been set up during the 1958-60 period with the purpose of ...”studying and recommending the most appropriate structure and functions for CASW to best serve the needs of our growing profession”. The memo also mentioned that there were two existing provincial associations that were established at the time but failed to mention which provinces.

“A Manual for the Guidance of Branch Officers and Committees” , revised in 1960 stated three ways that a person was eligible for membership in CASW: a) a person who successfully completed one year of professional social work education in a recognized school of social work in Canada or the USA; b) any person enrolled as a full-time student in a recognized school of social work is eligible for student membership; and c) those under exceptional circumstances who do not have the social work training or those who received their training in the UK or other countries.

**November 16, 1960** – Membership list for the NS **Mainland Branch** included Mr. Peter Cameron MacDougall employed at the Department Of Public Health, Dartmouth, NS.

**February 11, 1961** – Minutes of the **CASW Board** meeting – A report of the Structure Committee indicated that there was discussion about whether the CASW should continue as membership organization with membership at the national level or it should become a federation of provincial associations. In a federation, staffing would be required; collection of fees would be provincial with per capita payment to national; and branches would be branches of provincial associations. National’s role would continue in such areas as: standards of practice; ethics; personnel; national social action; relationships with national and international organizations. Decided that a delegate conference be arranged for June 1961 with a work document ready for discussion.

**April 22, 1961** – Minutes of the **CASW Board** meeting – Sr. John Elizabeth was the NS Rep and reported that the NS Mainland Branch was sponsoring a civil defense training course and was developing better relationships between the clergy and social workers by discussions with students in theological and ministerial associations.

**May 8, 1961** – The **CASW Board** Membership Committee reported statistics for 21 branches included 103 for NS Mainland Branch and 21 for the Cape Breton Branch (Total NS = 124). A total of 2,540 social workers were members of CASW through the branches.

**June 17, 1961** - Minutes from the **CASW Board of Directors** meeting - A report dated June 16, 1961 on the meeting of presidents of 24 provincial associations and branches indicated that several points were agreed to concerning the revisions to the constitution: to continue with the membership organization rather than a federation of provincial associations with individual membership in the national association; provincial associations may set a second category of membership; all new CASW members must be members of both the CASW and the provincial associations ( e.g., the Quebec corporation); that the national association should support and guide the movement in the new direction.

A good record of the introduction and history of the development of the report by Harry Morrow as well as an analysis of the present structure and alternate proposals for changes by Bruce McKenzie was provided to the meeting. The analysis concluded that there were two basic reasons for needing a provincial organization: 1. social action in provincial affairs; and 2. regulation of practice. Number 2 requires legal sanction as well as inclusion of all persons employed in the profession in order to be regulated effectively.

BC - both #1 & #2 are involved; Alberta and Saskatchewan - #1 only; Manitoba - #1 & #2 since it is incorporated as the Manitoba Association; Ontario -#1; Quebec - #1 & #2; Nova Scotia -#1; and New Brunswick, PEI and Newfoundland -#1.

In conclusion the analysis stated: a) maintain the strong national association with active local branches to assist the provinces to organize provincial organizations and the movement toward federation; b) the membership question needs to be resolved quickly and the national organization needs to be flexible in accommodating provincial membership categories. Also provincial organizations need to be able to include all practitioners

in their provinces when they eventually federate with the national organization; c) the national office needs to actively support provincial incorporation with administrative help especially for smaller provincial associations when they incorporate.

Sr. M. Crescentia from the **Cape Breton Branch** and Freda Vickery from the NS **Mainland Branch** along with Harvey MacArthur, CASW Board Rep (NS) were present at this meeting. After this work was completed the Structure Committee was dissolved.

**1961** – Location: NSARM (RG 72, vol. 7, file #3) - This file contains a record of a brief that was presented to the Ministers of Health (Richard Donahoe) and Public Welfare (W.S. Kennedy Jones) by members of the CASW **Mainland Branch** concerning social work salaries. Doreen Gillen and Freda Vickery requested the meeting and met with the Ministers on June 30, 1961. The brief expressed concern over the new provincial salary scale for professionally trained social workers. The brief contained a resolution passed by members of the CASW Mainland Branch on June 8, 1961 and the Cape Breton Branch on June 14, 1961. It appears that the CASW Branches were complimenting the government on the attempt to raise salary levels from \$4,050.00 to \$4,350.00 on January 1, 1961 but were concerned that there was no allowance in the salary scale for social workers who were already at the \$4,350 and who continued to accumulate knowledge and experience. Their view was that insufficient recognition was given to experience in the salary schedules.

**September 1961** – See the CASW Constitution (**copy on file**).

**March 21, 1962** – New Members – Sr. M. Anselm, CSM, MSW. Employed at the Little Flower Institute, Sydney, NS. Student members were: Elizabeth Coolen; Mary Camel Loiser; Jean Paul Chaisson; and Norman Doucet all 1<sup>st</sup> year students at the MSSW (1961-62)

**March 24, 1962** – Minutes of the **CASW Executive** meeting – Alberta Association of Social Workers has been formed with the consent of the two CASW Branches and has been incorporated. Also, Ontario Association of Social Workers has been formed with the consent of its CASW Branches and is in the process of being incorporated. Ontario members are individual members of CASW.

**June 7, 1963** – Location: NSARM (RG 72 vol. 18 #9) - **Minutes** of the meeting of the **Mainland Branch** of CASW – President, Tom Blue; report on the incorporation of NSASW; according to the President's Report the Branch had about 100 members; In January 1963 unanimous approval was given by the Mainland Branch and the Cape Breton Branch of CASW to form one association to be known as NSASW. A bill of incorporation was introduced in the Legislature as a Private Member's Bill by the Honourable W.S.K. Jones in mid February and Passed on March 21, 1963. Provision was made for the establishment of a Nova Scotia Association of Social Workers. (**Need to review this part of the file to get more details on the change from CASW Mainland Branch to the NSASW Mainland Branch/Atlantic Branch.**)

**June 7, 1963** – Location: NSARM (RG 72, vol. 3, file #2). **The 1963 AGM of the CASW Mainland Branch.** The Branch met at the Ralston Building, Halifax. Tom Blue was President, Margaret Gibson was Secretary. Also present were: Lawrence Hancock; Ed Newell; Sister John Elizabeth; A.C. Ashby; Stanley MacDonald; Joan Cummings; Doreen Gillen; Isobel MacLellan; Robert Doyle; Mr. Blue mentioned that there were approximately 100 members of the Mainland Branch.

Committee Reports were given: Ethics and Personnel Practices – Chair, A.C. Ashby; Committee on Salaries – Chair, A.C. Ashby; Membership – Chair, Isobel MacLellan; Recruitment – Chair, Robert Doyle.

Social Action Committee – Chair, Stanley MacDonald reported that in November 1962 a panel discussion was

organized to discuss the “Africville Question” but many members invited did not attend the meeting. Those present decided that there was nothing that the Branch could do by way of direct intervention so they decided to send letters to heads of various groups offering to lend assistance in any way possible. A reply was received from the Minister of Welfare. A second panel discussion on the subject was arranged but was cancelled due to lack of response.

The President, Tom Blue mentioned that the Social Workers Act had been passed at the last session of the Legislature and the Incorporation Committee was working on By-laws. Mr. Blue summarized the Bill for members present. Mr. Lawrence Hancock made the statement that “incorporation was the most significant thing that had happened in the CASW Mainland Branch for some time”.

Incorporation Committee – Co-Chairs, Joan Cummings and Doreen Gillen. Pauline MacDonald, Gerald Alton, and Ed Newell were members. A brief summary of the process which led up to the Act being passed in the Legislature was given to the meeting. Committee was formed in February 1962, studied other forms of incorporation, and reviewed other incorporation acts passed by the Nova Scotia legislature. In December 1962 the Minister of Public Welfare, W. S. Kennedy Jones, was asked to introduce the Act in the Legislature. A working draft was prepared and provided to a lawyer, W.J. MacInnes of MacInnes, Wilson, and Hollett. Professor Edward of the Dalhousie Law School provided a law student to draft legislation. In January 1963 a proposed Bill was presented to members of the Mainland and Cape Breton Branches of the CASW and both gave unanimous approval. The Bill was introduced as a private members Bill by the Honourable W.S. Kennedy Jones in February 1963. The legislation received Royal Assent on March 21, 1963.

It was mentioned that it was not possible to have protection of the title, “social worker” and had to agree to the use of the title, “Registered Social Worker”. No reasons were given for this.

The next task of the Incorporation Committee was to draft By-laws and present them to the NSASW AGM scheduled for October 30, 1963. If approved then the NSASW would officially become operational.

The Committee also drafted regulations for the Board of Examiners and proposed names for the first Board to be submitted to the Governor-in-Council. Under the new Act, the Cabinet approved five

NSASW members and also the name of a lawyer, doctor, and a member of government. The five NSASW members recommended were: President of the Mainland Branch; President of the Cape Breton Branch; the Director of the MSSW; representative from the Department of Public Welfare; and a representative from the Committee on Incorporation.

**September 6, 1963** – Location: NSARM (RG 72, vol. 3, file #2). The Governor-in-Council appointed the following persons to the first NSASW Board of Examiners: Robert O. Jones, MD – Representative of the Medical Society; Cyril Coughlan, QC – Representing the Barrister’s Society; Fred MacKinnon – member of CASW; Sister Mary Crescentia – member of CASW; Tom Blue – member of CASW; L.T. Hancock – member of CASW; Joan Cummings – members of CASW; and John G. Parsons of Dartmouth.

**October 16, 1963** – Location: NSARM (RG 72, vol. 3, file #2). CASW **Mainland Branch** General Meeting. At this General Meeting of the CASW Branch, the members were busy trying to follow-up on the passage of the Social Workers Act in March 1963. A number of organizational matters needed to be done to get the new Association operational and it fell on the members of the Mainland Branch to initiate the process. This particular meeting needed to address three issues related to the Board of Examiners: Election of Officers; Admissions; and Board regulations.

Officers - Lawrence Hancock was elected as Chair of the Board of Examiners, Fred MacKinnon was elected as Vice-Chair, and Joan Cummings was elected as Secretary.

Admissions – A policy needed to be decided to allow for the selection of members. There were no By-laws or regulations so the members had to be guided by only the new Act. Since the Act came into force in March 1963, this meant that members could only become members after that date. The Board of Examiners had the authority to approve membership but had no regulations to guide it. It was decided to approve members of the CASW if they were members of CASW prior to March 31, 1963 (**or March 1, 1963 check this date??**)

Regulations – draft regulations for the operation of the Board of Examiners were prepared and reviewed.

**November 20, 1963** – Location: NSARM (RG72, vol. 3, file #2) CASW **Mainland Branch** General Meeting held. (**Need to locate minutes**)

**January 15, 1964** – Location: NSARM (RG 72, vol. 3, file #2). Combined meeting of the CASW **Mainland Branch** and the new NSASW held at the Grace Maternity Hospital.

**February 19, 1964** – Location: NSARM (RG 72, vol. 3, file #2). General Meeting of the CASW

Mainland Branch. Margaret Gibson was Secretary. Fred MacKinnon spoke on the topic: “Federal Training Grants Program”

**Please note:** (This file, RG 72, vol. 3, file #2, contains a copy of the original draft and also a copy of Bill-22 (copy made), the approved Social Workers Act (1963).

## APPENDIX – 6 NSASW MAINLAND BRANCH/ATLANTIC BRANCH

**May 23, 1964** – Location: NSARM (RG 72, vol. 15, file # 7) - NSASW AGM – Historic meeting of both the Mainland and Cape Breton Branches as one association of NSASW. At a meeting of the Mainland Branch a few days before on May 20, 1964, the President, Tom Blue noted that the Mainland Branch would soon become a Branch of NSASW. (Need more details on this change, for example, when was the first official meeting of the NSASW Mainland Branch and what were the terms and conditions of the CASW in relinquishing their Branch??)

Isabel MacLellan, Chair of the Mainland Branch Membership Committee reported that she has had close involvement with the new NSASW and was encouraging qualified members of CASW to register with the NSASW.

**May 18, 1965** – (Location: Papers of Dr. MacKinnon – NSASW) – Reports of the Annual Meeting of the Mainland Branch. Doreen Gillen was President.

The President mentioned that 1964-65 was the first year as a branch of NSASW. She mentioned that Tom Cleary was retiring as secretary of the Branch and that Tim Daley had offered to take the Secretary position for the Branch. Ms. Gillen mentioned that many adjustments had been made during the first year and relationships will continue to develop. She took special pains to explain that the reports of the Branch would be about Branch activities only even though Branch members were involved in CASW committees as well as NSASW committees. This seemed to be necessary due to the fact that the same members were involved in the work of the Branch, NSASW, and CASW. She encouraged Branch members to attend the NSASW AGM on May 29, 1965 to get a complete picture of the work that has been done over the year.

Ms. Gillen also mentioned that Branch By-laws needed to be formulated and that the By-laws of the NSASW were proceeding toward completion.

Mr. A. C. Ashby chaired a committee to develop a procedure for dealing informally with complaints of malpractice and unethical behaviour at the Branch level. This was to be an alternative to formal procedures at the provincial level. In submitting the proposed procedure, Mr. Ashby explained: "...it is fervently hoped that the members of this Branch...will oblige us by not calling on the committee for this sort of action....It is not that we are lazy, but that we would like to hold our fellows in high regard".

The Chair of the Branch Social Action Committee, Jean Morrison, mentioned that a report on the Halifax Municipal Welfare Department. (A copy of the Brief is found in the file.) The brief was prepared at the request of the members of the Mainland Branch to express "... a collective concern to the City of Halifax with respect to the Halifax City Welfare Department". Then concern was related to increasing number of complaints about the Department from various sources in the community including municipal welfare recipients.

The study looked at such issues as:

1. a lack of written policies;
2. the scale of welfare payments;
3. Minimum standards of assistance:
  - a. Electricity
  - b. Clothing
  - c. Fuel
  - d. Rent

- e. Other personal and household items
4. Nursing Home care
5. Need in emergency situations
6. Referral procedure
7. Medical statements for assistance eligibility
8. needs of homeless transients
9. Welfare assistance to persons with no residence or settlement in Nova Scotia

There were 18 recommendations made in the brief, number 18 was an invitation by the Branch to assist the Welfare Department in the preparation of a draft statement on social assistance policy.

**1966** – File is missing.

**February 21, 1967** – Location: (NSASW Documents and Reports Box) **also** NSARM (RG 72, vol.18, file #9) - Minutes from the NSASW Mainland Branch – General meeting. Mr. Ed Newell was the President, William Greatorax was Secretary and Reginald Craig was the Branch Treasurer. Mr. Robert Haley was the membership Chair. There continued to be concern that social workers were practicing but had not joined the Association. This was due to the nature of the Social Work legislation which was a form of voluntary registration requiring practitioners to join only voluntarily. Consequently, there were many social workers who were not members of the Association at that time.

There was mention of a study by Jack White on three welfare departments and the issue of developing concern with the state of municipal welfare services, particularly in the city of Halifax.

**Feb. 15, 1967** - Location: (Papers of Dr. MacKinnon) Mainland Branch Executive Meeting

- H. E. Newell, President
- Chair of the Social Action Committee reported that he had met with the Commission on Emotional and Learning Disorders in Children
- Standards of Personnel Practice Committee considering bursaries, salaries and personnel practices in general
- Discussion of what, if any, improvements to benefits to clients have accrued from the Canada Assistance Plan and the new NS Social Assistance Act

**March 21, 1967** – Location: (NSASW Documents and Reports Box) **also** NSARM (RG 72, vol. 18, file #9) - Mr. Ed Newell was President and William Greatorax was Secretary. Mention was made that Branch member, Ms. Pauline MacDonald was asked to be on the advisory committee to the Abby Lane Memorial Hospital as a representative of the Branch. Membership and recruitment was an on-going issue and a plan was devised to encourage eligible non-members and students to join.

A brief on divorce was prepared by Pauline MacDonald and Mary Lou Courtney which was approved by the President of NSASW and also reviewed by the CASW and finally presented to the Joint Committee of the House of Commons and Senate which was studying divorce legislation at that time.

**March 21, 1967** – Location: NSARM (RG 72, vol.18, file #9) - Minutes of the General Meeting of the Mainland Branch on– Pauline MacDonald was appointed as the NSASW representative on the Advisory Committee for the Abbie Lane Memorial Hospital; a brief was completed on divorce and sent to CASW.

**April 12, 1967** - Location: (Papers of Dr. MacKinnon) - Executive Meeting of the Mainland Branch,

Letter sent to the Mayor of Halifax supporting the efforts to have the Dept. of Health and Welfare separated into two distinct departments.

**April 18, 1967** – Location: (NSASW Documents and Reports Box) **also** NSARM (RG 72, vol.18, file #9) - Minutes of the NSASW Mainland Branch – Mr. Ed Newell was President and William Greatorex was Secretary. Fr. Colin Campbell reported on the successful activities of the Continuing Education Committee consisting of a series of lectures.

See the letter from the BCASW re: the use of title “RSW” and support for the profession to have qualifications (e.g., levels of competence) similar to the teacher’s license. This supports an inclusive approach as opposed to a restrictive approach to qualifications for use of title.

The Standards of Practice Committee made recommendations for the establishment of a provincial salary committee to make an on-going study of social work salaries and to make recommendations on salary levels to private and public agencies that employ social workers.

**April 18, 1967** - Location: NSASW (Papers of Dr. MacKinnon) General Meeting of the Mainland Branch,

- Mr. E. Newell, President
- Report presented on salaries prepared by the Standards of Personnel Practice Committee setting out proposed functions for the committee

**May 3, 1967** - Location: NSASW (Papers of Dr. MacKinnon) Executive Meeting of the Mainland Branch,

Motion passed to bring the matter of the location of the proposed School for Boys, support action to have the MSSW affiliate with one university, support the need for mental health services to the Annual Meeting with a motion for further action.

**May 16, 1967** – Location: (NSASW Documents and Reports Box) **also** NSARM (RG 72, vol.18, file #9) - Minutes of the Annual Meeting of the NSASW Mainland Branch – Mr. Ed Newell was President, and William Greatorex was Secretary. The annual report mentions several initiatives undertaken by Branch members during the year which helped to solidify the professional group.

In the area of social policy and action, the Chair, Cameron MacDougall, noted several initiatives such as: closing of the city visiting dispensary; facilities for emotionally disturbed children; homemaker services; and facilities for retraining and upgrading.

The Membership and Recruitment committee, Chaired by Robert Haley with members, Sidney Johnson, Wanda MacLean, and Jacqui Sumarah reviewed the efforts made during the year to engage eligible non-members and especially social work students. Active measures to recruit new members to the association such as a successful open house for students at the MSSW, identifying eligible non-members and personally contacting each one to encourage membership. This resulted in about 20 people asking for a membership application form.

The Program Committee, Chaired by Winnifred Milne, ensured that interesting topics and panel discussions were arranged for each monthly Branch meeting.

The Continuing Education Committee, Chaired by Rev. Colin Campbell, and committee members Robert Langin, Isobel McLellan, and Mary Lou Courtney arranged six evening lectures under the title: "Sociological Perspectives for Social Workers". There was some discussion on opening up the series to non-members in the future.

The Standards of Practice Committee set up two sub-committees consisting of Freda Vickery, Sr. John Elizabeth and Con Ashby to deal with the application of the Code of Ethics and a Personnel Standards sub-committee consisting of Caroline Locke, Robert Haley and Kenneth Bendelaire to deal with salary levels and personnel policies of the public and private agencies that employ social workers.

A committee known as the Shelburne Committee was an interesting initiative undertaken by the Mainland Branch during 1966 and 1967. Fr. Colin Campbell was the Chair and reported that although the committee did not accomplish its goal of reversing the government decision to locate the provincial School for Boys in Shelburne, NS. The position of the Association developed by the Committee was that the school should be located closer to the Halifax area for several reasons: Shelburne lacks the facilities needed for effective treatment programs; distance will make it difficult for families members to visit their children; the location will make it difficult to recruit staff; and the location will make it difficult for university professional schools to use the facility for field placements. In spite of representations to government and also acting in liaison with other community groups, the decision was made to locate the school in Shelburne. One reason stated was that the public was apathetic toward the issue and the Association, being only four years old at the time, did not have the influence to change the government's decision on this matter.

Minutes of other CASW Mainland Branch meetings in 1967 located in RG 72, vol. 18, file #9.

**May 16, 1967** - Location: NSASW (Papers of Dr. MacKinnon) - Annual Meeting of the Mainland Branch,

- Shelburne Committee, chaired by Colin Campbell – Motion made and passed at the meeting to send a telegram to the Minister of Welfare and the Premier protesting the government's decision to locate the NS School for Boys at Shelburne
- Bob Haley presented a report expressing concern regarding the non-accreditation status of the MSSW and made a motion to have the Council of NSASW look into the five university affiliation of the MSSW to determine whether or not that is a factor in the non-accreditation. If found to be so, Council should recommend to the Board of MSSW that they consider a one-university affiliation. The motion was passed.
- Reports of the various committees are in this file

**May 16, 1967** – Location: NSARM (RG 72 vol. 18 #9) - Minutes of the Mainland Branch meeting on– motion that the concern of the Branch regarding the move to locate the Nova Scotia School for Boys in Shelburne be referred to the Annual Meeting of NSASW was passed. Concern was expressed regarding the non-accreditation of the MSSW because of its affiliation with five universities. A motion was made and passed that the Provincial Council of NSASW look into this matter. The membership committee report notes the need to recruit new members.

**October, 1967** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of Mainland Branch Executive Meeting,

- Reported that a Committee of the NSASW Council has made a presentation to the Board of MSSW re affiliation with Dalhousie University

- Suggested that the Recruitment Committee meet with the faculty of MSSW

**October 17, 1967** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of General Meeting of the Mainland Branch,

- Meeting held by the Salary Committee with the social service staff of the Halifax Infirmary regarding the problem of salaries. As a result a letter has been drafted to send to the Hospital Insurance Commission
- Reported by Marg Gibson that the Board of MSSW has decided to reopen negotiations with Dalhousie University regarding affiliation
- Branch to write to the Prime Minister and the Premier regarding the closure of Dosco
- Concern expressed about the participation of non- practicing members

**October 17, 1967** – Location: NSARM (RG 72 vol. 18 #9) - The meeting of the Mainland Branch and Minutes of General Meeting – Topics of discussion were hospital salaries, continuing education course in supervision, the affiliation of MSSW with Dalhousie University – President was Ed Newell, Vice-President Bill Greatorex, Secretary Carolyn Lock and Treasurer Reg Craig.

**Nov. 21, 1967** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of General Meeting of the Mainland Branch,

- Social Action Committee reported on the housing situation in the City of Halifax
- Concern expressed about and discussion of the basis on which social work bursaries are granted. The Standards of Personnel Practices Committee is to study this particular area. Council of NSASW to be informed that the Branch studying this.

**1968** – Location: (NSASW Documents and Reports Box) - Newspaper item was found that stated that the NSASW Mainland Branch had sent a letter to the Halifax School Board concerning its decision to extend the separate school system into the county areas that were to be annexed. At that time, there were two separate school systems in operation in the city of Halifax – Catholic and Protestant. The County did not have separate schools. After annexation of some of the county areas, the intention of the School Board was to continue the practice of separate schools in those areas. The position expressed by President William Greatorex and Robert Ruotolo, Chair of the Social Action Committee of the Mainland Branch was to delay the decision until the community had an opportunity to discuss in public and resolve the various differences of opinion that existed in the community.

**January to October 1968** – Location: NSARM (RG 72, vol.55, file #17 - ) Minutes from general meetings of the NSASW Mainland Branch are listed below.

**January 16, 1968** - Location: NSARM (RG 72, vol.55, file #17) – Branch meeting with Ed Newell as President. Jacqui Sumarah was appointed Branch Representative to the NSASW Council.

**January 16, 1968** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of General Meeting of the Mainland Branch

Discussion of continuation of membership in the NS Rehabilitation Council – Executive Director to be invited to next meeting

**February 20, 1968** - Location: NSARM (RG 72, vol.55, file #17) – The NSASW Council asked the Branch if Council should set up a social action committee. The Branch agreed with the suggestion but cautioned that there needed to be good coordination between the existing Branch SAC and one established by the Council.

A complaint was made about the frequent rushing through the business section of Branch meetings to get to the program section. Suggestions were made to have some meetings devoted to business or program or schedule the business portion earlier in the evening to accommodate the program.

**February 20, 1968** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of the General Meeting of the Mainland Branch,

Agreed to a request from Council that the Branch recommend to Council that NSASW establish a standing Social Action Committee and that Council consider having a representative of the Social Action Committees of each of the Branches service on the provincial committee.

**Feb. 20, 1968** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of General Meeting of the Mainland Branch,

Approved the establishment of a standing committee on social action as requested by Council.

**March 6, 1968** – Location: NSARM (RG 72, vol.55, file #17) - A letter was found written by Rev. Colin Campbell, President of NSASW, to Premier G.I. Smith supporting the Medical Care Act which was to be introduced on July 1, 1968. Rev. Campbell stated: “The need for adequate medical care for all citizens without discrimination is self-evident and desirable”.

**March 19, 1968** – Location: NSARM (RG 72, vol.55, file #17) - Regular monthly meeting of the Branch. Ed Newell was President of the Branch. The Branch wanted the Council to reopen the move to get the government to require membership in NSASW to be a condition of employment. The Branch also wanted to see a salary differential for persons employed with an RSW designation.

A question was raised as to whether NSASW should have a position on Vietnam.

Brief prepared by NSASW supporting the amalgamation of the MSSW with Dalhousie University. **(Copy on file)**

**March 19, 1968** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of General Meeting of the Mainland Branch

- Motion passed that a request be made to NSASW Council to send a letter to Federal authorities in Ottawa protesting the government’s intention to cut health services to Indians and Eskimos
- Report of the Continuing Education Committee – major report and recommendations
- Motion passed that the Branch write to Council and ask that it reopen the matter of membership in the Association for those persons employed but not members of the Association and approach the Civil Service Commission regarding making a salary differential for the person with RSW status
- Motion passed that the President of each of the branches and a representative of Council meet with the Minister of Welfare to express concern about cuts to welfare expenditures and the salary freeze

**April 16, 1968** – Location: NSARM (RG 72, vol.55, file #17 ) - A plan by the government to cut back welfare expenses on extras such as miscellaneous household and personal expenses was discussed by the Branch members. Also the issue of membership as a condition of employment and the Council's review and response was raised by the Branch members. After a thorough review of the matter The Council's conclusion found that "...there was no basis for a strong proposal". This conclusion did not seem to be acceptable by the Branch members.

**April 22, 1968** – Location: NSARM (RG 72, vol.55, file #17) - A report and recommendations regarding "Working Conditions of Social Workers in Nova Scotia" was presented by the Personnel Practices Committee of NSASW – Chair, Mildred Collins. Both the Cape Breton and the Mainland Branches participated. Six recommendations were made. One fact noted was that while front line staffs were aware of their caseloads numbers, the supervisory staffs were not so aware. **(See copy on file)**

**April 22, 1968** - Location: NSASW (Papers of Dr. MacKinnon) Report and Recommendations re Working Conditions of Social Workers in Nova Scotia,.

Personnel Practices Committee of the Mainland Branch prepared the Report based on a questionnaire distributed to members- - only 50% of members returned the questionnaire

**April 23, 1968** – Location: NSARM (RG 72, vol.55, file #17) - A letter from Rev. Campbell, President of NSASW, to John Alward, Executive Director of the Family service Bureau (FSB), supporting in principle the proposed amalgamation of the FSB with the CAS of Halifax. A number of questions were raised and the letter also raised the possibility of further amalgamation in the future with the Regional Department office and the Atlantic Child Guidance Clinic.

**May 21, 1968** – Location: NSARM (RG 72, vol.55, file #17) - NSASW Mainland Branch AGM – Ed Newell was President. Several reports were made on current issues that the Branch had been working on such as:

Austerity and Municipal Welfare – A motion was passed to send a letter to municipal welfare committees stating the NSASW believe people should have basic needs met at an adequate level and welfare departments should take into consideration rehabilitation of people so they will not be dependent.

Social Policy and Action Committee – Chair was Cameron MacDougall. Proposed that the committee should function as a coordinator of projects and groups. It is no longer practical to work in isolation from other groups in the community on social policy.

Publicity – Chair, Jacqui Sumarah

Membership – Chair, Bob Haley

Standard of Personnel Practices – Chair, Mildred Collins.

Program – Chair, Winnie Milne

Hospitality – Chair, Patricia Dill

Some members raised complaints during the meeting concerning poor communication between Branch and Council, e.g. Council taking action and not informing the branches.

**May 21, 1968** - Location: NSASW (Papers of Dr. MacKinnon) File contains Minutes and assorted Committee reports from the Annual General Meeting of the Mainland Branch, and a Membership List for NSASW dated July, 1968

- Noted that the following were Life Members: Thomas M. Blue, Dr. Elizabeth Hall, Fred R. MacKinnon, Frances Montgomery, Gwendolyn Shand, Jane B. Wisdom
- Noted Honorary Members: Eric Dick, Hiram S. Farquhar, Joy Maines, Sister Margaret Claire, Jack Parsons
- Noted problem of communication with the membership, branches and Council
- Motion passed that Association make a public statement and recommendation that a judicial enquiry be held on the Halifax County Hospital
- Motion passed to ask Council to establish a Committee to examine the administration of Municipal Welfare

**Sept. 17, 1968** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of General Meeting of the Mainland Branch,

- Terms of Reference of the Royal Commission set up to study Cole Harbour Hospital to be circulated to the membership.
- Motion passed to set up an Ad Hoc Committee on the issue of public housing.
- Question of the taxation of social work bursaries was raised and a motion passed to refer the matter to the NSASW Council for immediate and appropriate action
- Discussion of the lack of communication between Council and the branches. Suggested Presidents of the branches be representatives to Council

**Sept. 17, 1968** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of the General Meeting of the Mainland Branch,

- Public housing issues of concern so an ad hoc committee was set up to study the issue of public housing and take action
- Taxation of student bursaries a concern – to be referred to NSASW Council for action
- Communication between Council and the Branches a concern
- 1968-69 Executive of the Mainland Branch: Bill Greatorex, President; Harold Crowell, Vice-President; Ann Keith, Secretary; Barbara Burton, Treasurer

**October 15, 1968** –Location: NSARM (RG 72, vol.55, file #17) - Minutes of the meeting of the Mainland Branch at the Grace Maternity Hospital. Bill Greatorex was President and Ann Keith was Secretary. Several matters were discussed: working conditions; situation at the mental hospital in Cole Harbour; public housing; and salary committee. A copy of the Branch By-laws was found on the file for discussion at the next meeting to be held on November 12, 1968.

**October 15, 1968** - Location: NSASW (Papers of Dr. MacKinnon) General Meeting of the Mainland Branch,.

- Motion made and passed that the Branch contact Council to determine what should be done as a follow-up to the Report and Recommendations Re Working Conditions of Social Workers in Nova Scotia
- Motion made and passed that a committee be established to look into the matter of the Cole Harbour

Hospital and the issues of concern re social services in chronic mental hospitals in the province in reference to the Royal Commission on Cole Harbour

- Sub-committee on Public Housing noted that it is holding hearings and receiving submissions

**1969** – Location: NSARM (RG 72, vol.55, file #18) - Minutes of the NSASW Mainland Branch General meetings for January, February, March, April, and September 1969. Robert Ruotolo was President.

**1969 - Location:** NSARM (RG 72 vol. 55 #18) - Statement on Social Work Salaries and Work Standards – pamphlet by NSASW (An Organization Member of CASW)

**January 9, 1969** - Location: NSARM (RG 72 vol. 55 #18) - Notice of meeting to discuss future structures of CASW – i.e., federation of provincial organizations and an attached memo on the same topic from Florence Philpott, CASW.

**January 21, 1969** - Location: NSARM (RG 72 vol. 55 #18) - General Meeting, Mainland Branch.

**February 18, 1969** - Location: NSARM (RG 72 vol. 55 #18) - Minutes of General Meeting Mainland Branch notes that the 1966 Brief on the Halifax Mental Hospital be submitted to the MacKeen Royal Commission. Also, by-law changes were made to allow for a 2<sup>nd</sup> Vice-President.

**March 18, 1969** - Location: NSARM (RG 72 vol. 55 #18) - Minutes of Mainland Branch - Also, Report of the Committee on Tenant Landlord Relations.

**March 18, 1969** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of the Meeting of the Mainland Branch,

- Letter sent to Henry Bourgeois expressing interest and concern re the Neighborhood Centre
- Motion made and passed that the Social Policy and Action Committee study the issue of equal work for equal pay and report back to the association at the next meeting
- Motion made and passed that the Brief prepared on the Halifax Mental Hospital be submitted to the McKeen Royal Commission on Cole Harbour Hospital with a letter of explanation
- Motion made and passed regarding the investigation of the need for a new school in Cole Harbour
- Motion made and passed re the establishment of a second Vice-President and a change to the By-Laws to permit such to happen

**April 15, 1969** - Location: NSARM (RG 72 vol. 55 #18) - Minutes of the meeting of the Mainland Branch – discussion of the lack of involvement of members in the Association.

Letter to P. Gaum, Minister of Social Services from Bob Ruotolo, President regarding one agency having too much control over the hiring policies of other welfare agencies. Relates to the fact that municipalities have to clear staff with the Department prior to hiring.

List of Council members 1969-70

**April 15, 1969** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of the General Meeting of the Mainland Branch

- Presentation made to the Law Amendments Committee on the subject of Human Rights
- Brief prepared on Tenant-Landlord Relations Committee on rent control to be sent to City Council and the newspaper
- Acknowledgement of the death of Dr. Elizabeth Hall, a life member of the Association

**September 16, 1969** - Location: NSARM (RG 72 vol. 55 #18) - General Meeting of the Mainland Branch — W.D. Greator, President. Social Action Committee focused on the publication of welfare lists. Also, agreed that a presentation be made to the Senate Committee on Poverty.

**Nov.18, 1969** - Location: NSASW (Papers of Dr. MacKinnon) Found in the file for 1970-71 were the Minutes of the Mainland Branch of the NSASW,

Sub-Committee established to prepare a submission on the role of an ombudsman for the province

**Feb.17, 1970** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of Mainland Branch Meeting,

- Discussion regarding the presentation of a Brief to the Senate Committee on Poverty
- Volunteers with the Legal Aid Clinic in Halifax as part of the Association's liaison with the clinic

**March 17, 1970** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of Mainland Branch Meeting,

- Letter sent to the Premier, G.I. Smith supporting the Brief submitted to him by the Nova Scotia Liberties and Human Rights Federation regarding Landlord-Tenant Relations
- Request to AG to have a rep of the Association on the Committee studying Legal Aid
- Passed a motion to send a letter to the Minister of Public Welfare urging that board rates of foster children be raised

**April 2, 1970** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of the Executive Meeting of the Mainland Branch,

- Motion made and passed that the Branch be renamed the Atlantic Branch
- Discussion of how complaints are handled and who handles them – to be sent to the NSASW Council

**May 19, 1970** - Location: NSASW (Papers of Dr. MacKinnon) Annual Meeting of the Mainland Branch,

Brief on Landlord – Tenant Relations presented to the Legislature Committee

**May 19, 1970** - A second Annual Meeting of the Mainland Branch was held in Truro on May 27, 1970 because of a lack of quorum at the first meeting.

- Committee reports passed but a lot of concern expressed about the lack of involvement of members and the need to do something. Because of the instability of the Branch no one would take on the role of President.
- Motion passed to conduct a study of its membership to determine reasons why there is so little interest in the professional association.

**June 22, 1970** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of the Executive of the Mainland Branch,

By-Law amendments to be circulated to members before the next general meeting - name of branch to change to Atlantic Branch; Branch meetings be held at least twice during the year with additional meetings to be called as requested by the membership

**August 31, 1970** - Location: NSASW (Papers of Dr. MacKinnon) Executive Meeting of the Mainland Branch,

- Letter sent to Council re membership study asking that the Branch receive a report on any action taken on this matter
- Brief on Legal Aid to be completed in Sept. and presented to the membership shortly afterward

**Sept. 15, 1970** - Location: NSASW (Papers of Dr. MacKinnon) General Meeting of the Atlantic Branch,

- Discussion on members lack of professional involvement
- Motion passed to rename the Branch to Atlantic Branch
- Committee set up consisting of reps from NSASW, the Executive of the Atlantic Branch, the student body at MSSW and the membership at large to study ways of getting members interested and involved in the Association
- Freda Vickery assumed the office of President of the Atlantic Branch

**Nov. 4, 1970** - Location: NSASW (Papers of Dr. MacKinnon) Meeting of the Executive of the Atlantic Branch, Meetings dull – association needs to revitalize the membership so next meeting will be wine and cheese

**January 19, 1971** – Location: NSARM (RG 72, vol.84, file #4) - Minutes mention the Implementation Committee Chaired by Bob Haley set up to study the expansion of the membership of the Association to others in the social service field and who were not eligible for membership.

**February 16, 1971** - Location: NSARM (RG 72, vol.84, file #4) - Minutes of the NSASW Atlantic Branch. Several projects that the Branch were involved in such as: grants to private agencies, problems in child welfare; youth offenders; residential tenancies act; school for the blind; and the welfare council.

Freda Vickery was President of the Atlantic Branch.

**Feb. 16, 1971** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of General Meeting of the Atlantic Branch,

- Letter to the Premier etc supporting the brief presented by the Day Care committee of the Halifax Dartmouth Welfare Council was read and approved
- Motion passed that the Executive to Halifax City Council asking that it continue its current policies regarding grants to agencies until the matter can be reassessed
- Various concerns were expressed re the Youth Offenders Act, Residential Tenancies Act, the School for the Blind, Welfare Council, etc.

**March 2, 1971** - Location: NSASW (Papers of Dr. MacKinnon) Meeting of the Executive of the Atlantic Branch,

- Letters of acknowledgment received re Brief on Day Care presented to the provincial government
- Report to be given at the April meeting on Handling Complaints of Malpractice

**June 8, 1971** - Location: NSARM (RG 72, vol.84, file #4) - See annual reports of 1970-71 of the NSASW Atlantic Branch.

**June 8, 1971** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of the Atlantic Branch Annual Meeting, ..

- Motion passed to delete Section XIII of the By-Laws to allow for a quorum to be a simple majority
- Motion passed to limit the number of meetings required per year to four
- Motion passed to allow for both a Recording Secretary and a Corresponding Secretary for a trial period of one year
- Freda Vickery, President for 1971-1972

**Sept. 14, 1971** - Location: NSASW (Papers of Dr. MacKinnon) Executive Meeting of the Atlantic Branch,

- Discussion of the relationship between the Membership Committee at the provincial level and the Recruitment Committee at the Branch level and recognition of the necessity for the two to work together
- Legal Aid Clinic is up and working one night per week with two social workers and two lawyers on duty
- Letter sent to the Minister of Labour expressing concern re the care of patients etc. while staff on strike at the Cole Harbour Hospital. A reply was received thanking the Association for its interest and concern

**October 5, 1971** - Location: NSASW (Papers of Dr. MacKinnon) Executive Meeting of the Atlantic Branch, ..

- Motion moved and passed that non-association members in the fields of social and welfare work be invited and welcomed to attend general business meetings but not allowed to vote. This decision was made by the Atlantic Branch and is not Council policy.
- Telephone Committee formed to contact members regarding meetings in an effort to get attendance up
- Agreed to look into the cost and content for a brochure/pamphlet on social work for new members
- Continuing Education to offer six courses
- Mention of the report Benign Neglect, a study of the need for legal aid and law reform in the Family and Juvenile Courts of Nova Scotia prepared by Dalhousie Legal Aid. Agreement to look into supporting the document and report back.

**November 9, 1971** - Location: NSASW (Papers of Dr. MacKinnon) Executive Meeting of the Atlantic Branch,

- Letter received from the Nova Scotia and Family Child Welfare Association seeking the Association's support and cooperation in seeking adequate hospital facilities and care for psychotic and severely disturbed children. Agreed to look into the matter further.
- Implementation Committee is encountering difficulty because of the negative attitudes among members toward the Association

- Proposal for an Ad Hoc Research Committee to prepare statements to come from NSASW in relation to such things as The Graham Royal Commission on Education. Agreed to discuss this with Austin Sewell of the Social Action Committee

**November 16, 1971**- Location: NSARM (RG 72, vol.71, file #16) - NSASW Atlantic Branch – Minutes of General Meeting - Freda Vickery was President. Note that the Continuing Education Committee is sponsoring a six week series of lectures on Group Work and a course on Family Law.

**November 16, 1971** - Location: NSASW (Papers of Dr. MacKinnon) General Meeting of the Atlantic Branch,

- Discussion of the pamphlet for members
- Noted the passing of Grace Reynolds

**December 6, 1971** - Location: NSASW (Papers of Dr. MacKinnon) Meeting of the Executive of the Atlantic Branch,

- Agreed to forward a letter expressing support for the need for residential treatment for children in support of the Child and Family Welfare Association
- Two letters of protest were received in regard to non-members attending general meetings
- Social Action Committee is to present a brief to the Graham Commission
- Ad Hoc Research committee established and terms of reference set out

**January 11, 1972** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of Executive Meeting of the Atlantic Branch,

- Protest against allowing non-members to attend general meetings made by two members
- Read Minutes of the Nov. 16/71 meeting of the Northumberland Branch in which the Branch stated it would write a letter to the Council of NSASW suggesting the Council contact the three branches re Family Court and submit a Brief to the Hancock Fraser Commission. Letter to go to the Northumberland Branch informing them the Atlantic Branch plans to make its own submission.

**February 1, 1972** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of Executive Meeting of the Atlantic Branch,

- Letter received from L.T. Hancock stating that the Association would be notified of dates for Public Hearings of the Fraser-Hancock Commission. Letter from Hon. Scott MacNutt acknowledging Association's support for the Family and Child Welfare Association's stance on homes for the care of psychotic and severely disturbed children
- First task of the Ad Hoc Research Committee is to determine why there is such poor attendance at general meetings

**Feb. 15, 1972** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of the General Meeting of the Atlantic Branch,

- 3<sup>rd</sup> general meeting of the Branch for 1971- 72
- Brief to be presented to the Fraser-Hancock Commission

**April 10, 1972** - Location: NSASW (Papers of Dr. MacKinnon) Executive Meeting of the Atlantic Branch, \_

- Letter sent to the Minister of Welfare supporting the continuance of the Family Service Bureau
- Most of the meeting taken up with discussion of plans for the Annual Meeting

**April 25, 1972** – Location: NSARM (RG 72, vol.71, file #16) - NSASW Atlantic Branch AGM of Minutes and reports for 1971-72. Reports of Continuing Education and also Legal Aid. President was Bob Britton, Past President was Freda Vickery.

Motion by Harold Beals to make the Continuing Education Committee a Standing Committee of the Atlantic Branch. Motion passed. Also a lengthy report on membership categories.

**October 24, 1972** - Location: NSASW (Papers of Dr. MacKinnon) General Meeting of the Atlantic Branch,

- 1<sup>st</sup>. general meeting of the 1972-73 term
- Hope to improve the status of the association with government by holding regular meeting with the Minister of Social Services, the Hon. William Gillis
- Hope to present briefs to several government Councils

**March 6, 1973** - Location: NSASW (Papers of Dr. MacKinnon) Minutes of Executive Meeting of the Atlantic Branch,

- Concern Health Council report makes very little mention of social work and agreement to pursue this matter with the Council
- Mention of Task Force on the Department of Public Welfare to report in April and questions raised on how the report will be used
- Letter and brief being prepared to send to the Minister of Public Welfare on the Provincial Welfare Council
- Discussion of the role and responsibility of the President of the Branch because of past concerns re leadership

**January 22, 1974** - Location: NSARM (RG 72, vol.111, file #15) - Notice of an Atlantic Branch Meeting to be held at the MSSW on the topic of day care. Attached were Minutes of a December, 1973 meeting of the Atlantic Branch in which the three main priorities for 1973 were stated: social action; continuing education; the structure of the executive and the association.

**June 24, 1974** – Location: NSARM (RG 72, vol.111, file #15) - Copy of the By-laws of the Atlantic Branch submitted to the AGM.

**September 25, 1974** - Location: NSARM (RG 72, vol.111, file #15) - Memo to members from Sue Ahrens, Chair of the Continuing Education Committee regarding the response to questionnaires on continuing education. The Interest of members was mainly in the areas of human relations and family therapy.

**October 30, 1974** - Location: NSARM (RG 72, vol.111, file #15) - memo from Marion Kierans of the Social Action Committee to NSASW Atlantic Branch members regarding a subcommittee for long-term planning for Family Services in Halifax, Dartmouth and County; committee on revised child welfare legislation chaired by Joan Cummings; request by Sue Ahrens for members interested in day care to come forward.

**November 18, 1974** - Location: NSARM (RG 72, vol.111, file #15) - Nova Scotia Association of Social Workers Atlantic Branch – Invitation to a gathering on from Alexa McDonough, President. The gathering was to kick off an effort to broaden membership base and strengthen relationships among personnel throughout the social welfare system.

**May 5, 1975** – Location: NSARM (RG 72, vol. 124, file #4) - Minutes of General Meeting of the Atlantic Branch of NSASW.

- Under “New Business” there is mention of the dissolution of the Atlantic Branch of NSASW – A motion was put forward and passed to dissolve the Branch on **May 8, 1975**. The reason was due to lack of member support for the Branch activities. **(Question – What happened to the members from the Atlantic Branch during the dissolution of the Branch and the establishment of regions? How were they represented?)**
- Social Action Committee – Concerns of the committee were noted as follows: Dartmouth City Council’s intention to hire a welfare inspector; closure of the Family Service Centre; input into the Municipal Development Plan; follow up of the Graham Commission Report; input into the new Children’s Services Act
- Total Membership – 199 (regular members = 181)

**May 5, 1975** - Location: NSASW (Papers of Dr. MacKinnon) Atlantic Branch General Meeting,.

- Motion passed to dissolve the Atlantic Branch of the Association of Social Workers as of May 8, 1975
- Membership = 199
- Reports of Social Action, Treasurer and Recruitment attached

## APPENDIX – 7 ANNUAL REPORTS OF THE NOVA SCOTIA DEPARTMENT OF COMMUNITY SERVICES

(Located at the Department Offices in Nelson Place (5<sup>th</sup> floor) Spring Garden Road Halifax.)

Annual reports are stored at the DCS office for the years 1913 to 1996. The reports are bound until 1970 where several years are bound together into one volume (e.g. 1936 –42). After 1970 separate smaller reports were printed annually. The format of the Annual Reports changed over the years. From 1919 the reports were known as the Report of the Director of Child Welfare. In 1955 they became known as the Reports of the Department of Public Welfare and in 1986 they were labeled the Reports of the Department of Social Services and in 1988 they were known as the Reports of the Department of Community Services.

The format of the early reports included the following reports:

- Report of the Director of Child Welfare
- Report of the Agent
- Reports of all the Children's Aid Societies
- Reports of government institutions such as Juvenile Courts, Industrial Schools, etc.

These reports contain summaries of the events that were relevant during the year covered by the report. They contain a wealth of information of the history and evolution of social services in the province and some of the problems and struggles that people faced over time. The report of the Director of Child Welfare provides a good summary of child welfare services. The reports of the CAS Agents provides details of the social problems in the various communities that the CAS's served during those early years.

The following Reports of the Director of Child Welfare were located and are listed below:

### **Reports of 1913 – 1926 (bound volume)**

#### **1. Report of the Superintendent of Neglected and Dependent Children, 1914 – Ernest H. Blois**

This report contains sub reports from the various children's aid societies – Wolfville, Springhill, Amherst, East Hants, Yarmouth, New Glasgow and the Nova Scotia Society for the Prevention of Cruelty – as well as the Superintendent as a CAS, the Institutions, The Juvenile Court and the Report of His Honour Judge Wallace, the Judge of the Juvenile Court for the City of Halifax.

**One of the sources of reference mentioned is a newspaper The Acadian Recorder. The newspaper from later years, particularly around the time of the formation of the Branch of CASW may be useful to us.**

#### **2. Report of the Superintendent of Neglected and Dependent Children, 1915 (Blois)**

The format is the same as the year before and the report contains reports from the CAS's of Annapolis, Amherst, Glace Bay, New Glasgow, Yarmouth, Sydney, Kings, West Hants, Louisburg, Truro as well as The Family Court, the Institutions and the SPC.

#### **3. Report of the Superintendent of Neglected and Dependent Children, 1916**

At this point there was eleven Children's Aid Societies. Reports are included from Wolfville, Glace Bay,

Springhill, West Hants, Amherst, Truro, New Glasgow, and Halifax. **It is mentioned that the SPC has been approved to be the CAS in Halifax. R.H. Murray is the head of the SPC.** There are also reports from Judge Wallace on the Family Court in Halifax and on each of the Institutions.

#### **4. Report of the Superintendent of Neglected and Dependent Children, 1917**

This is the fourth annual report of the Superintendent and follows the same format as the previous ones. It mentions that no new CASs were formed during the year.

**Reports of 1927 – 1936** (bound volume)

**All annual reports follow essentially the same format. In the 14<sup>th</sup> Annual Report Blois' title changes from that of Superintendent to Director of Child Welfare. So, 1927 is the first Annual Report of the Director of Child Welfare.**

**Reports of 1936-42** (bound volume) -- the 1937 report contains a history of the CAS of Kings (1912 - 1937). The 1939 report contains a history of child welfare in Nova Scotia from 1912 – 39.

**Reports of 1943 – 48** (bound volume)

#### **5. The 31st Annual Report of the Director of Child Welfare, 1943-48**

Blois is still the Director. There are reports from the following Children's Aid **Societies**: Annapolis, Cape Breton (**Elizabeth Torrey was Secretary/ treasurer and Agent**), Colchester, Cumberland, Halifax (**Gwendolyn Lantz was Executive-Secretary**), Hants and Lunenburg.

**The 1945 Report of the Director of Child Welfare is provided by F.R. MacKinnon who became Director sometime during 1944.**

**Reports of 1949 – 54** (bound volume)

**Reports of 1955 – 60** bound volume)

**Reports of 1960 – 75** (bound volume)

**Reports of the Department of Social Services** (1986 and 1987)

Contains mostly statistical information

**Reports of the Department of Community Services** (1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996.)

Contains mostly statistical information

Agency histories are in a white binder at DCS

An outline of the development of Community Services in Nova Scotia from 1752 to 2006 was located which highlights the implementation of significant social programs over the past 254 years of history. (Photocopied for our files)

## APPENDIX – 8

## LIST OF PAST PRESIDENTS OF NSASW

<b><u>YEAR</u></b>	<b><u>POSITION</u></b>	<b><u>PRESIDENTS</u></b>
1963 – 1965	1 <sup>st</sup>	Mr. Thomas Blue
1965 – 1967	2 <sup>nd</sup>	Mr. D.H. Johnson
1967 – 1969	3 <sup>rd</sup>	Rev. Colin Campbell
1969 – 1970	4 <sup>th</sup>	Mr. Robert Ruotolo
1970 – 1972	5 <sup>th</sup>	Mr. Daniel O'Brien
1972 – 1974	6 <sup>th</sup>	Mr. William Greatorex
1974 – 1976	7 <sup>th</sup>	Mr. H.E. Newell
1976 – 1978	8 <sup>th</sup>	Mr. William Twaddle
1978 – 1979	9 <sup>th</sup>	Mr. Cameron MacDougall
1979 – 1981	10 <sup>th</sup>	Mr. Harold Beals
1981 – 1983	11 <sup>th</sup>	Mr. William Middleton
1983 – 1985	12 <sup>th</sup>	Mr. Angus Grant
1985 – 1987	13 <sup>th</sup>	Ms. Beverly d'Entremont
1987 – 1989	14 <sup>th</sup>	Ms. Marilyn Peers
1989 – 1991	15 <sup>th</sup>	Ms. Freda Bradley
1991 – 1993	16 <sup>th</sup>	Ms. Gwen Fitzgerald
1993 – 1995	17 <sup>th</sup>	Ms. Jackie Pace
1995 – 1997	18 <sup>th</sup>	Ms. Cheryl Gillett
1997 – 1999	19 <sup>th</sup>	Ms. Jean Bremner
1999 – 2000	20 <sup>th</sup>	Ms. Bessie Harris
2000 – 2002	21 <sup>st</sup>	Ms. Jill Ceccolini
2002 – 2004	22 <sup>nd</sup>	Ms. Kathy MacGuire
2004 – 2006	23 <sup>rd</sup>	Ms. Jean Bremner
2006 – 2008	24 <sup>th</sup>	Ms. Anne Vaughan
2008 – 2010	25 <sup>th</sup>	Ms. Cathy Crouse

APPENDIX – 9

LIST OF NSASW AWARD RECIPIENTS

**CASW Distinguished Service Award Recipients**

- 1992 Dr. Marilyn Peers
- 1993 Dr. Joan Cummings
- 1994 Gwen Fitzgerald
- 1995 Barbara McPherson
- 1996 Joan Glode
- 1997 Dr. Fred MacKinnon
- 1998 Susan Meagher-Gagnon
- 1999 Catherine MacDougall
- 2000 Carolyn Mossman
- 2001 Jean Bremner
- 2002 The Association of Black Social Workers
- 2003 Elaine Campbell
- 2004 Veronica Marsman
- 2005 Joan Gilroy
- 2006 Harold Beals
- 2007 Barbara Williams
- 2008 Marjorie MacDonald
- 2009 John O’Keefe
- 2010 Dr. Michael Ungar

## **Ronald Stratford Memorial Award Recipients**

- 1985 Stephen Bornemann
- 1986 Heather Schneider
- 1987 Eileen Knudsen
- 1988 Steven Jenner
- 1989 Rev. Donald E. Fairfax
- 1990 Dianne Nickerson
- 1991 Barbara Bingham
- 1992 Dr. Wanda Thomas Bernard
- 1993 Dr. Barbara Clark
- 1994 Katherine MacKay
- 1995 Gail Roberts
- 1996 Joan Parks
- 1997 Carol Evans
- 1998 Pamela Taylor
- 1999 Linda Roberts
- 2000 Marjorie MacDonald
- 2001 Lucille Harper
- 2002 Frank Gibson
- 2003 Michelle Margarit
- 2004 Debbie Smith
- 2005 Claudette Legault
- 2006 Susan Meagher Gagnon
- 2007 Donna Fitzpatrick

2008 Alison Little and Yvonne Blanchard

2009 (No information available)

2010 Barry Moore

## **Freda Vickery Award Recipients**

1985 Barrie MacFarlane

1987 Calvin Ruck and Freda Bradley

1989 Harold Beals

1991 Mary E. Pothier

1993 Rev John G. Webb and Michael Marentette

1995 Marilyn Peers ; Marie Gallant; Diane Kays; Sheila Pipes; Barbara Williams

1997 Joan Gilroy

1999 Harold M. Roberts

2001 Mary Isabel Forsyth

2003 Cameron MacDougall

2005 Jay LeBlanc

2007 Nena Nauss

2009 Winnifred Benton

2009 Tom Payette (Presented in 2010)

## **Ken Belanger Memorial Award Recipients**

2000 Brenda Richard

2002 Maura K. Donovan

2004 No Recipient Selected

2006 Elaine Jacobson

2008 Jim Oulton

2010 Youth Project (support and services for lesbian,gay,bisexual and transgendered youth)

## **David William Connors Memorial Award Recipients**

1998 Shauna Stuart

1999 Alfred G. Doucet

2001 Brenda Marie Spears

2002 Gerald Lawless

2003 Kimberly Wood

2004 Patricia Russell and Frank Allen

2005 (No information available)

2006 (No information available)

2007 Georgette Burke and Gail E. MacDougall

2008 Robert Morris

2009 (No information available)

2010 Wendy Street

## APPENDIX – 10 COPIES OF ARCHIVED DOCUMENTS AND OTHER MATERIAL USED IN THE HISTORY PROJECT

(Please refer to the accompanying companion folder for hard copies of this material)

1. CASW Mainland Branch Membership Lists
  - a. July 1948 – Branch Membership List ( NAC – V. 32, File #17)
  - b. June 1950 – Branch officers and committee chairs (LAC, V.32, File #17)
  - c. June 1, 1952 – Branch Membership List (NAC – V. 32, File #20)
  - d. 1952-53 - Branch Officers (NAC – V. 32, File #19)
  - e. 1954 – Branch Officers ( NAC – V.32, File #19)
  - f. November 17, 1954 – Branch Chairs
  - g. June 15, 1955 - Annual Report of the Branch Representative - Sr. Mary Clare
  - h. November 16, 1955 – Branch Membership List ( NAC- V. 33, File #2)
  - i. 1956-58 – Branch Executive ( NAC – V. 33, File #5)
  - j. 1958-60 – Branch Executive and Membership List
  - k. 1967-68 – NSASW Membership List ( NAC – V. 32, File #11)
  - l. List of Maritimers who have taken social work training elsewhere and returned to the Maritime agencies to work. (taken from Killam Library at Dalhousie – UA-22, Folder #276.1, Professional Association – CASW General, 1932-1965
  - m. CASW Directory of Nova Scotia Members, Summer, 1963. ( list provided by Cameron MacDougall) Notation was made of the members who were also members of the Cape Breton Branch.
2. A list of the members of the first MSSW graduating class 1941-42 as found on page 23 of Hancock’s book and accompanying picture.
3. The Canadian Welfare Council, Memorandum dated September 16, 1943 on the state of social work education in Canada. (UA 22, Box 247, File 10, Dalhousie University Archives.)
4. A Report on the Licensing and Registration of Social Workers, Presented by the Committee on Licensing and Registration of Social Workers to the Montreal Branch of the CASW, February 1948. (LAC, MG 28, I441, Vol. 14, File 18)
5. Newspaper articles on social work – 1950 (UA-22, folder #428.1, Dal Archives)
6. CASW National Committee on Licensing and Registration Report, “Licensing – A Goal for the Profession” – Attached to the CASW Board minutes of December 1, 1951 (NSASW Library, “Old CASW Files”)
7. CASW Branch membership stats for all CASW Branches – 1952, 1953, 1954. (NSASW Library, “Old CASW Files”)
8. CASW National Committee on Licensing of Social Workers – Report of the Nucleus Committee – March 18, 1954 – Saskatchewan Legislation attached (NSASW Library, “Old CASW Files”)
9. Delegate Conference – CASW. Material in preparation for the conference. September 23, 1954 (UA-22, Folder # 276.1, Dal Archives)

10. Canadian Association of Social Workers, Licensing and Provincial Organization, January 1955. (LAC , MG 28,I441, Vol. 14, File 21)
11. Branch Representative Report to CASW by Sister Mary Clare - June 15, 1955 also March 16, 1955. (UA-22, Folder #276.1, Dal Archives), Also NSASW Library, “Old CASW Files”)
12. The Regional Meeting of the CASW - June 20, 1955 (UA-22, Folder# 276.1, Dal Archives)
13. Memorandum on Provincial Organization prepared by CASW – December 1955 (UA-22, Folder #276.1, Dal Archives)
14. CASW News Bulletin – Volume 2, No. 4, December 1956 – Delegate Conference
15. CASW Biennial Reports – 1954-56 – Section on Licensing
16. “Through the Years in CASW” by Joy Maines – in the Social Worker, October, 1958
17. “Through The Years in CASW” (above) – A forward by A. Ethel Parker, President of CASW in 1930-34
18. “The Social Significance of the Cape Breton Mine Closures” by Sr. Thomas Marie, CSM. Supervisor of St. Charles Family Service, Dominion, NS. (from the Social Worker April 1961 Volume 29, No. 2) Donated by Cameron MacDougall.
19. BILL-22, An Act Respecting the Practice of Social Work, 1963 (RG 72, V. 3, #2, NSARM)
20. “Sharp Attack on Welfare” An article in the Cape Breton Post, January 16, 1963 donated by Cameron MacDougall
21. Letter from Joy Maines, Executive Director of CASW dated December 10, 1963 re: critique of the new NSASW legislation (MSSW Archives, Dalhousie Killam Library. Collection #UA 22 Folder 291.1, File #1.)
22. Letter from Joy Maines CASW dated March 5, 1964 re: a critique of the new NSASW legislation (MSSW Archives, Dalhousie Killam Library. Collection # UA-22, Folder # 291.1, Professional Assoc. N.S.A.S.W ; 1963-65)
23. “The First Forty Years” by Joy Maines – in the Social Worker, Vol. 35, No. 3 September 1967.
24. Bruce McKenzie and Brian J. Iverson, “Preparation of Guidelines for the Use of Associations of Social Workers in Respect to Licensing, Registration and Control of Practice”, Report to the President’s Committee, CASW January 1968. (LAC, MG 28, I441, Vol. 14, File 16).
25. Notes from the NSASW AGM – May 24, 1969 In Truro, NS
26. Members of Council, 1969-70.
27. Report of the Nominating Committee for the 1970 Annual Meeting.
28. Members of Council, 1970-71.

29. NSASW 14<sup>th</sup> AGM Minutes and Reports – May 5-6, 1977 (donated by Cameron MacDougall) He also donated the items below:
  - a. Report of the CASW Representative – May 5, 1977
  - b. Report of the NSASW Nominating Committee for 1978-79
  - c. Newspaper photo of May 9, 1977 of Cameron MacDougall, Shirley Pearce, Doreen Joseph, and William Twaddle.
  - d. Letter to the NBASW re: Executive Secretary position
30. NSASW 15<sup>th</sup> AGM Minutes and Reports – May 3, 1978. Also Presidents Report and the CASW Representative Report (donated by Cameron MacDougall)
31. Social Work Regulation in Canada: 1926-1982. Copy of conclusions (NSASW Library, 361.2 soc.
32. Minutes of the AGM of April 26, 1990.
33. “How Will the Poor Survive? A Discussion Paper on the Current Social Assistance System in Nova Scotia”, Updated April 1990. Contains a copy of the original report first published by the NSASW Council in 1987.
34. Report of the Annual Conference of April, 1991 (“Social Work in Crisis: What are we going to do about it?”) Prepared by Maureen MacDonald, MSW
35. “Licensing: Historical Perspective – June 3, 1991” donated by Cameron MacDougall
36. Report of the Nominating Committee for members of Council and committee members – April, 1991
37. “Standards for the Classification of Social Work Practice”, Nova Scotia Association of Social Workers. Approved by the NSASW AGM on May 21, 1992
38. Background Paper on the Proposed Social Workers Act, 1993 – Prepared by the NSASW Licensure Committee, October 25, 1993.
39. “Children and Youth at Risk: Nova Scotia’s Underfunded Child Welfare System”. The Nova Scotia Coalition for Children and Youth, prepared by Barbara Blouin and Andrea Currie, September 1994.
40. “10 Deficit Myths: The truth about government debts and why they don’t justify cutbacks”. By Duncan Cameron and Ed Flinn, Canadian Centre for Policy Alternatives. January 1996.
41. “The Alternative Federal Budget: A Choice for Change”, prepared by the Canadian Labour Congress, February 1996.
42. “January Story Campaign”. Prepared by the Social Action Committee of the Nova Scotia Association of Social Workers, March 1997.
43. “Social Work: Our Roots, Our Future” by Glen Drover – in the Social Worker, 1998
44. Minutes of the Special Meeting of October 24, 1998

45. "The Economic Value of Civic and Voluntary Work in Nova Scotia", Update: February 11, 1999. Ronald Colman, PhD, GPI Atlantic, Halifax, NS.
46. "Social Workers in the Health Field: Fears, Facts and Futures". March 1999. Findings of a survey of health care social workers prepared by the NSASW Social Work in Health Committee.
47. Gerrard, Martin, "Making the World a Better Place: Highlights of Frances Montgomery's Career as a Social Worker". Ottawa, March 2003 (a Booklet).
48. "The Development of Community Services in Nova Scotia" An outline of key events from 1752 to 2006. Location: The offices of the Department of Community Services - Autumn 2006.
49. "Submission to the House of Commons Standing Committee on Human Resources, Social Development and the Status of Persons with Disabilities", by the Nova Scotia Association of Social Workers, September 6, 2006. Go to: [www.nsasw.org](http://www.nsasw.org) and click on "Publications".
50. "Re-Ordering Priorities: How the Budget Can Address Poverty in a Meaningful Way". Submission to the House of Commons Standing Committee on Finance by the Nova Scotia Association of Social Workers, September 2006. Go to: [www.nsasw.org](http://www.nsasw.org) and click on "Publications".
51. "Work Life Survey: Child Welfare Findings", Nova Scotia Association of Social Workers. August 2008. A draft document prepared by Graeme Fraser, Coordinator of the NSASW based on an online survey of the general membership during December 2006 and January 2007.
52. NSASW Annual Report of May 2008. Location: Annual Reports binder in the NSASW Library.
53. "Organization Structure Review – Final Report". Nova Scotia Association of Social Workers. Prepared by: Richard G. Ramsay Management Consultants Inc. Lantz, NS. October 2009. (Contains the NSASW Council's response to the recommendations). For a copy go to: [www.nsasw.org](http://www.nsasw.org) and click on "Publications".
54. "ABSW: A Model of Empowerment Practice" by Wanda Thomas Bernard and Veronica Marsman. Donated by Wanda Thomas Bernard. (No date).
55. "It Takes a Village: Building Networks of Support for African Nova Scotian Families and Children" by Wanda Thomas Bernard and Candace Bernard donated by Wanda Thomas Bernard. (No date).
56. A Profile of Registered Social Workers (RSW's) In Nova Scotia: Registered Social Workers (RSW's) In Nova Scotia, Supply and Demand Study - Final Report. August 2009. Prepared by Price-MacDonald & Associates Consulting Inc. for the Health Care Human Resource Sector Council. <http://www.hcsc.ca/>.

APPENDIX – 11

SUMMARY OF THE CONTENTS OF THE NSASW  
NEWSLETTER AND NSASW CONNECTION FROM  
DECEMBER 1967 TO AUGUST 2005.

FROM THE FR MACKINNON COLLECTION, RG 72, VOL.18, #9 – NSASW NEWSLETTER VOL 11,  
NO 11 – DECEMBER, 1967

Editor – Jacqueline Sumarah

Assistant Editors – Sidney Johnson, Judy Pelletier, Vivian Bright, Ann Keith

**Contents**

- Editorial by the President Colin Campbell on the NSASW Centennial Project and a lecture by Dr. Alfred Kahn
- NSASW Council News contains comments on Dr. Kahn's visit; a note that Sister Mary Clare formed a Committee to formulate a statement on the position of the MSSW in Dalhousie University; and, a report from Sister Thomas Marie the NSASW rep to CASW
- Brief notes from the Salary and Levels of Membership Committees
- News from the National Board Meeting held October 13-14, 1967
- Cape Breton News
- Article, "Let's Find Out About Learning Disabilities" by Judy Pelletier
- Report on the "Open House at the Children's Homes for the Severely Retarded" opening October 3, 1967 in Digby and September 26, 1967 in Beaverbank
- Article, "Summer of Service" by Ian Johnson a student a QE High School
- Coming Events
- "It's In The Wind" snippets from various happenings in social services community
- Who's Who or Where
- Letter to the President from John Alward, President of the Family Service Bureau regarding the problems being experienced by the Bureau
- 1967-68 Life Members: Thomas Blue, Dr. Elizabeth Hall, Fred MacKinnon, Frances Montgomery, Gwendolyn Shand, Jane B. Wisdom

**NOTE: This file also contains the October 17, 1967 Minutes of the General Meeting of the Mainland Branch, correspondence, 4<sup>th</sup> Annual Meeting minutes from May 26, 1967 and goes back as far as 1963 minutes of the Mainland Branch.**

**NSASW Newsletter – June 1968 (no volume or number)**

Location: NSARM RG 72, Volume 55, File Number 17

Editor: Jacqueline Sumarah

Editorial Committee Members: Sidney Johnson; Vivian Bright; Judy Pelletier; Ann Keith; and Sr. Ellen Grant – Cape Breton correspondent

1968 – 69 Council:

Past President	D.H. Johnson
President:	Rev. Colin Campbell
1 <sup>st</sup> Vice –President	Art Kyte
Secretary	Joan Gilroy
Treasurer	Lois Block
Executive Secretary	Doreen Havey

Mainland Branch Officers:

Past President	Ed Newell
President	Bill Greatorex
1 <sup>st</sup> Vice-President	Harold Crowell
Secretary	Ann Keith
Treasurer	Barbara Burton

- Sr. Marie Thomas and Harold Crowell were elected to the CASW Board. Harold Crowell attended the February 1968 Board meeting.
- On July 1, 1968 Harold Crowell became Social Planner for the city of Halifax after leaving his position of Executive Director of Family and Children's Services of Hants County.
- Sr. Margaret Clare from Cape Breton was awarded an Honourary membership in the NSASW.
- A report on working conditions for social workers based on a survey in January 1968 covered such issues as: caseloads; salaries; bursaries; present positions; work facilities; and continuing education opportunities.

**N.S.A.S.W. Newsletter – MAY, 1968**

Actually this is called a newsletter but it is comprised of reports from the fifth Annual Meeting of the Association held May 27, 1968 in Amherst. The President was Colin Campbell. He and the other officers for 1968-69 are listed on the first page of the Newsletter.

- President's Report for the year 1967-68
  - 1967 was the Centennial of Confederation NSASW renewed with the spirit of the profession with lectures given by Dr. Alfred Kahn.
  - At the last Annual Meeting a resolution was passed encouraging the MSSW to become part of Dalhousie University. Committee headed by Sister Mary Clare and Ms. Kay Storrie presented a brief to the MSSW in this regard
  - During the year the Association took a clear position on the proposed amendment to the criminal law as related to divorce
  - Guidelines for private practice have been firmed up
  - **Membership Committee formed to try to sort out the issue of levels of competence and**

**levels of practice**

- Professional freedom and fees issues for discussion
  - **Membership asked to add a Social Policy and Action Committee to the Council**
- 
- Report of the Registrar – Doreen Havey – Membership was 86 full-time and 166 overall
  - Report of the Centennial Committee by Mary Lou Courtney
  - Report of the Committee on Social Work Education and Maritime School of Social Work by Sister Mary Clare
  - Report of the Membership Committee by Rosemary Rippon.
  - Report of the Committee on Standards of Practice by Winifred Milne
  - Public Relations Report, Jacqueline Sumarah
  - Provincial Director’s Report, Sister Thomas Marie
  - Report of the Medical Services Committee by Andrew Crook
  - Salary Committee Report – Sister Ann Aucoin
  - Report of the Nominating Committee by Joan Gilroy
  - Annual Dinner Meeting and address by Dr. Barbara Clarke on the topic “Poverty of the Disadvantaged Child”

**NSASW Newsletter – DECEMBER, 1968**

**Editorial Staff**

Jacqueline Sumarah, Editor

Sister Ellen Grant, Cape Breton Correspondent

Assistant Editors: Sidney Johnson, Sandra Felderhof, William MacNeil,  
Douglas Tyler

**Contents**

- Editorial on the involvement of the membership in decisions being made by NSASW, note the Mainland Branch formed a committee to write and present a brief on Housing to the Federal Government Task Force, a committee of Council is reviewing the NSASW By-Laws
- NSASW Council News – Harold Crowell is Chair of the Education Committee; Jay Casey agreed to chair an Ad hoc committee on Social Action and Policy with the priority being a study of Adoption Services; Hospital Insurance Commission Bursaries and Income Tax are being examined; report on Technical Training Conference held in Ottawa and attended by Father Vernon Boutilier; question about the provincial government approving staff in agencies it funds; report of Centennial Committee; Committee on Competence is in the formative stages

## History of the Nova Scotia Association of Social Workers

- CASW News by Sister Thomas Marie
- Report of the Cape Breton Branch
- Article by Patricia Dill entitled “OUR” Experimental Residential Treatment Camp about the camp run by the Atlantic Child Guidance Clinic
- It’s In The Wind – bits and pieces happening in the social work community etc.
- Sister Ellen Grant, “A Noteworthy Note from The 1968 Municipal Welfare Conference
- Article, “A Case for Lithium”
- Article, “New Services In Dartmouth” about the expansion of service to the indigent in the City of Dartmouth
- Note on Dartmouth Pre-School Project – A Head Start Program
- Article, “Toward Effective Counselling” by Bernie MacDougall
- Note about Journal Club by David Critchley
- Coming Events column
- Charlotte Matar report on the XIV International Conference on Social Welfare in Finland
- Column, “Have You Heard the Latest” providing bits of news about people in the welfare community

### N.S.A.S.W. Newsletter - FEBRUARY, 1969 – Vol. III, No.3

Editor: Jacqueline Samarah

Cape Breton Correspondent: Sister Ellen Grant

Asst. Editors: Mrs. Sidney Johnson

Mrs. Sandra Felderhof

Mr. William MacNeil

Mr. Douglas Tyler

Student Editor: Bernard MacDougall

#### Council News

- p.2 – Brief was made to the Hospital Insurance Commission advocating for the appointment of a Social Work Consultant to the Commission.
- CASW is planning six workshops on competence
- The salary committee of NSASW reported it was working on a new salary scale and developing a proposed fee schedule for private practice.

## History of the Nova Scotia Association of Social Workers

- Discussion of the relationship of provincial organizations with CASW and reporting of the fact CASW was experimenting with a different relationship with provincial organizations
- Bill Greateorex was organizing the Annual Meeting for Truro, May 17<sup>th</sup>.
- Names mentioned in relation to Council were Ed Newell, Harold Beals, Stan MacLean, Marlene Charmin, Jules Oliver, Doreen Harvey (Sect.)
- p.7 - A Family Life Seminar jointly sponsored by the Halifax –Dartmouth Welfare Council and the Provincial Government was to be held in Halifax January 27 & 28, 1969.
- P.11- A teach-in on The Black Man in Nova Scotia was held at St. Francis Xavier in January 24-25/69 - Gordon Earle was the Chairman. Participants mentioned were: Henry Bourgeois, Dr. Wm. P. Oliver, Burnley Rocky Jones, Donald Oliver
- p.13 - Report on a Provincial Conference on Human Rights chaired by the Premier, the Honourable G. I. Smith that led to the establishment of a Co-coordinator of Human Rights within the Provincial Government.
- p.14 – Mention and report on the provincial budget
- p 15 – Mention of NSASW participation on the Nova Scotia Action Committee for Humane Schools
- p. 16 – Report on Newstart
- The last page of the Newsletter mentions changes that have or are taking place. This issue involved the following: Rod Jessome, Eleanor Eryou, Edna Smith, Sister Mary Clare, Margaret Halozan, Judy Mac Neil, Kevin Concannon and Ruth Smith.

### N.S.A.S.W. Newsletter - JUNE, 1969

The editorial board remained the same as the previous issue.

- P. 1 – mentioned that NSASW is entering its seventh year as an organization.

### COUNCIL NEWS (begins on p. 2)

- On March 11, 1969 Robert Ruotolo and Doreen Harvey met with the Hospital Insurance Commission to discuss the appointment of a Social Work Consultant
- Pauline MacDonald was Chair of an Atlantic Provinces Committee on Competence for hospital social workers
- Harold Crowell as Chair of the Education Committee reported that MSSW expected to be affiliated with Dalhousie University by fall.
- NSASW made a Brief to the Provincial Law Amendments Committee on Human Rights

## History of the Nova Scotia Association of Social Workers

- Joy Casey reported that the Social Policy and Social Action Committee were interested in adoptions.
- Tim Daley reported briefly as Chair of the committee reviewing the By-Laws

p. 3 - In notes from the Annual General Meeting, May 24/69 it was mentioned that Robert Ruotolo was President.

- It was also mentioned that the Association agreed to an annual starting salary of \$7,800 for social workers with an MSW or equivalent

p.4 – lists Mainland Branch Executive for 1969-70

p.5 – Ian MacLean reported on a teach-in at MSSW

Also mention of A Journal Club started by the Mainland Branch in January, 1969

**Report on the death of Miss. Elizabeth L. Hall Ph.D.**, a life member of the Association, at her home in Bridgewater. She is noted as having been a Pioneer in Canadian Welfare.

Again, the newsletter mentions changes that have occurred related to the following people: Mildred Collins, Patricia Dill, Jean Duplisea, Catherine Tyler, Eleanor Chase, Eleanor Eryou, Ethel MacDonald, Catherine MacDonald, Roberta Aggas, Robert Ruotolo, Jim Boyle, John Lutes, Sandra Felderhof, Suzanne Welbourn, Rev. C. Campbell, Rev. Robert Lauder, Jardene Neilson, James MacIsaac, Joe MacKinnon, Donald Coulter, Dan Johnson and Gwen Pickering. Also list the graduates of MSSW for that year.

### N.S.A.S.W. Newsletter - MAY, 1970 Vol. V., No. III

Same editorial staff as previously

Contains an editorial by Sidney Johnson concerning the fact that NSASW is considering changes to membership eligibility in light of the graduates of the Social Welfare Workers' Course. The task is to consider a means whereby all providers of social welfare services can be included in one association.

Lois Block noted the annual dues for the Association would be \$38.00.

This issue contained the following:

- Ed Newell reported on a conference he attended to discuss the restructuring of CASW.
- The Continuing Education Committee of the Mainland Branch sponsored six weekly lectures on the topic Law and Social Work. The lectures began on January 19/70.
- Stan MacLean wrote an article on whether or not the current pay rate for MSW graduates was sufficient.
- Pat Beresford wrote an article on Women's Rights.
- There was an article on International Social Work.

- The Mainland Branch made a submission on November, 1969 to the Special Senate Committee on Poverty.

### **NSASW NEWS**

Under this section the following items were noted:

- Cameron MacDougall attended the CASW National Conference.
- Jean Morse was approved for private practice
- A new branch of NSASW was formed. The **Northumberland Branch** encompasses Cumberland, Colchester, Pictou, Antigonish, Guysborough and Inverness counties.
- The Association of Medical Social Workers wrote to NSASW outlining its position on salaries.
- Sister Lydia Tysko reported from Brazil.

**CHANGES** – This section mentions changes for Ann Keith, Doris Hancock, Delphine Justine, Jean Morse, Catherine Tyler, Sidney Johnson and Ginny Cummings

### **N.S.A.S.W. Newsletter – FEBRUARY, 1970**

Editor: Sidney Johnson

Cape Breton Correspondent: Margaret Berger

Assistant Editors: Jacqueline Sumarah

Sandra Felderhof

Stanton MacLean

William MacNeil

Cathy Tyler

The editorial for this issue discusses issues members must address such as human rights, housing and the right to a decent income.

There are letters to the editor in relation to the discussion in the winter issue about eligibility for membership in NSASW. Social Welfare Worker graduates who wrote to NSASW were Bob Britton, Sheldon Langille, Gail Jollymore, Carol Hines, Jo-Anne Marriott and Duncan Conrad.

### **Council News**

- Freda Vickery and Joe Grandy representing hospital social workers met with the Hospital Insurance Commission to discuss issues of concern to the social workers.
- Letter from NSASW was sent to the Minister of Health regarding the salaries of non-professional social workers in fifteen private hospitals in Nova Scotia.
- A brief on Tenant-Landlord Relationships was presented to a Provincial Government Committee.

- Carol Ann Probert the Association representative to the Consumer Advisory Committee reported that a six week series of workshops would be held for agency personnel.

### **Cape Breton Branch**

- On February 28 the Branch held a meeting on housing issues in Cape Breton
- On April 28 a program on drugs was held

**Northumberland Branch** - The first meeting of the Branch was held.

**Mainland Branch** - The Annual Meeting of the Branch was held May 19/70.

### **Other News:**

- NSASW organized a voluntary group of social workers and welfare officers concerned and/or involved with clients who have complex problems of a social/ legal nature and who were interested in participating in a clinic. On May 4/70 the service of a volunteer social worker was initiated at the Halifax Legal Aid Clinic.
- On February 4, 1970 MSSW signed a Memoranda of Agreement with Dalhousie University to make the MSSW an integral part of the University.
- The annual meeting of the NSASW was to be held on May 27/70.

**CHANGES** – This section noted the following names regarding changes: Barbara MacPherson, Diane Hiles, Diane Richard, June Sutherland, Carol Ann Probert, Maureen Brownlow, Ernie Rafuse, Mary Gillespie, Alexa McDonough, Lillian Romkey (retiring), Alice Middleton, Thelma Chute, Laurence Strang, Sidney Johnson, and Sharon Beals.

### **N.S.A.S.W. Newsletter - DECEMBER, 1970, Vol VI, N0. 1**

This issue signals changes in the format of the newsletter. Much more article oriented and less newsy.

Editor: Daneen V. Atkinson

Assistant Editors: Murray F. Bishop, Ernest Rafuse, Sidney Johnson, J. Paul Langevin, Marlene Webber

The issue contained the following:

- An article by Marilyn Peers on Virginia Satir
- Article by Marlene Webber on a conference with Charkuff and Berenstein
- A report on a meeting of the **Atlantic Branch (formerly the Mainland Branch) on September 15, 1970. At that meeting a motion to change the name of the Branch was unanimously passed.**

At the same meeting a committee was established to determine why there was a diminished interest in meetings etc. Joan Cummings and Bob Haley (co-chairs)

Freda Vickery was elected President of the Atlantic Branch. Joan Cummings was Chair of the PR Committee.

- A special meeting of NSASW was held in Truro on Oct. 8/70 regarding membership in NSASW. In this issue Daniel O'Brien wrote an editorial outlining some of the issues and problems related to opening the membership to welfare workers.

### N.A.S.W. Newsletter - MARCH, 1971, Vol. VI, No. 2

#### News

- It was reported that **the Atlantic Branch** had held two meetings since the last edition of the Newsletter.
- At a meeting on February 10, 1971 the **Cape Breton Branch** focused on the amalgamation of the Association and the Welfare Workers Association. There was also a discussion of the unemployment situation in Cape Breton and a telegram was sent to the Prime Minister and the Premier of Nova Scotia urging action to alleviate the situation. In addition, a committee of Jean Quirk, Mary MacPherson and Ann Nicol presented a brief to the Legal Aid Commission on behalf of the Branch.

#### NSASW Council

- The Continuing Education Committee of NSASW held four two-hour seminars on the Satir Approach. The seminars were conducted by Molly Sewell and Marilyn Peers.
- The Salary Committee concluded negotiations with the Nova Scotia Civil Service Commission in December, 1970. As a result the Nova Scotia Civil Service Salary Scale for Social Workers came into effect retroactive to May, 1970.
- In January, 1971 the Salary Committee was requested by the Council to review and advise Council on action to be taken on the disparity in relation to the salaries of hospital social workers in the province. The Committee reported to Council on February 3, 1971.
- It was noted that the annual dues for NSASW/CASW were \$43.00.

### N.A.S.W. Newsletter - JANUARY, 1972, Vol. VII, No. 1

#### Contents of the Newsletter

- Article by Robert Haley on CASW – addressing the purpose of CASW and its relationship to the provincial organization and its members.

- Short article on NSASW in which it is noted that there are three branches: Northumberland, Atlantic and Cape Breton
- Article on recruitment for the social work profession prepared by a committee consisting of Gail MacDougall and Sister Rose MacNeil of the Atlantic Branch. The article suggests a number of recruitment strategies.
- The main focus of this issue was on abortion. A brief on abortion prepared by CASW in 1968 was partially reprinted in the issue.
- There are also short articles on Abortion and the Criminal Code, Abortion and the Canadian Medical Association and the Halifax Dartmouth Council of Churches position on abortion.

There is a reference in the issue to the **Centennial Issue of the Social Worker (Vol. 35, No. 3, Sept., 1967) article “The First Forty Years” by Joy Maines which outlines the history of CASW since its founding.**

**N.S.A.S.W. Newsletter - JULY, 1972, Vol. VII, No. 2**

**Contents of Newsletter**

- Reprinted from the Social Worker (Vol.35, No. 3, Sept., 1967) – Article by Joan E. Cummings on “Private Practice: The Significance of Controversy”. Quote: “.... CASW recognized and approved private practice as an appropriate form of social work practice for those meeting the qualifications and conditions set forth by the Association” – Jan., 1966
- Article by Judy MacDougall about the MSSW pursuing accreditation
- Officers for 1972-73 were listed as: Bill Greatorex, President; Daniel O’Brien, Vice President; Cameron MacDougall, First Vice-President; Margaret Gibson, Second Vice-President; Robert Doyle, Secretary; Isabel McClelland, Treasurer; Representative to CASW, Bob Haley. Committee Chairs were: Anna Tingley, Membership; Mary Lou Courtney, Program; Patsy George, Standards of Practice; Marlene Webber, Social Action; Andrew Arsenault, Education; Harold Beals, Nominating Committee.
- The Board of Examiners consisted of the following: Mary Lou Courtney, Sister Joan Connell, Msgr. Colin Campbell, Margaret Gibson, Doreen Harvey

**NSASW Newsletter – February 1974 (No volume or Number)**

Location: NSARM, RG 72, Volume 111, File Number 15

Editorial Board:

Norris Turner  
Barrie MacFarlane  
Vernon MacAdam  
Michael Marentte

- Discussion about CASW changing its constitution to a federation of provincial associations and the

implications for NSASW.

- A federation structure was approved at the June 1974 CASW AGM
- Implementation was delayed to January 1975.
- The Ontario association was opposed to the change for the following reasons:
  - There would be inconsistent standards nationally;
  - There would be a problem with individual agreements when signed;
  - Concern with the financial base and the formula for paying fees to the federation;
  - What more can be accomplished than can be accomplished with the present format;
  - The technicalities have not been worked out.

**FROM THE FR MACKINNON COLLECTION RG72 VOL. 160#18 - NEWSLETTER – NSASW,  
NOVEMBER, 1976**

Doreen Joseph - Editor and Executive Secretary

**Council Executive**

Bill Twaddle, President

Ed Newell, Past President

Cameron MacDougall, 1<sup>st</sup> Vice-President

Stewart Brown, 2<sup>nd</sup> Vice-President

Jo Skilton, Secretary

**Contents**

- Editorial noted that at the September 27 General Meeting the need was expressed by many individuals to be better informed about the Association.
- New of Council – Doreen Have who was Executive Secretary for ten years resigned August 31, 1976
- Who Is Eligible for Membership? - Gives an overview of membership requirements
- Notice to Private Practitioners re the malpractice insurance plan raised the question of whether or not Council should continue the plan
- Continuing Education
- Notes on the General Meetings held on September 27 and October 21 asking the questions: What should NSASW be to members? and What is lacking in NSASW?
- Recent Publications
- Upcoming Workshops

**NOTE: 13<sup>th</sup> Annual Meeting of NSASW Annual Report for 1976 is in the above file. It notes the deaths of Sister John Elizabeth, Hy Farquhar and Jane Wisdom and the dissolution of the Atlantic Branch in May, 1975.**

**FROM THE FR MACKINNON COLLECTION RG72, VOL.160, NO, 19 – NSASW NEWSLETTER,  
June-July, 1977**

**Contents**

- News of Council – Notes that the Annual Meeting was held in May, 1977 and that the members of the Executive are as follow:  
  
Cameron MacDougall, President  
Bill Twaddle, Past President  
Betty Curran, 1<sup>st</sup> Vice-President  
Stewart Brown, 2<sup>nd</sup> Vice-President  
Jo Skilton, Secretary  
Sidney Johnson, Treasurer
- Social Service Workers Association – legislation was introduced in the House but was not passed before the House adjourned. NSASW has taken the position that it will not oppose the legislation.
- Letter to RB Cameron about the demise of The Fourth Estate newspaper
- Diane Kays wrote to the Premier on behalf of Council regarding the closure of the Children's Development and Achievement Centre in Yarmouth
- Letter to Pauline MacDonald re the Unison Project
- Note re the involvement of Ron Smith in development in the South End of Halifax
- Upcoming Workshops noted
- Mary Lou Courtney highlighted as a member of the MSSW staff
- Section – People and Agencies

**FROM THE FR MACKINNON COLLECTION RG72, VOL. 160 #19 – NSASW NEWSLETTER,  
AUTUMN, 1977**

**NOTE:** This file also contains material regarding by-law changes for the Association and the rejection of those changes by Government and the Minutes of the 14<sup>th</sup> Annual Meeting.

**Contents of Newsletter**

- News of Council – Notes persons resigning as Chairs of Committees and their replacements
- Continuing Education – notes various upcoming programs, particularly a seminar with Rosemary Brown

- Highlights – an MSSW staff member - Prof. Redge Craig
- Note of an Article from the July, 1977 edition of the London Times – “Shake-up Urged for Social Work” which talks about the establishment of a British Council of Social Work with far reaching powers to license and suspend social workers.
- Update on the Atlantic Child Guidance Centre
- Federal Government Bill C-57, The Proposed Social Services Act received first reading on June 20, 1977
- Notice re the Provincial Report of the Committee on Health Professional Licensing, 1976 and its implications for social work
- Private Practice – notes the Association is trying to compile a list of private practitioners in the Province
- CASW Annual Meeting – new Code of Ethics passed; Cameron MacDougall is the NSASW representative to CASW
- Membership List – Notes the following Life Members as of September, 1977: Tom Blue, Lawrence Hancock, Sister Jane MacKenzie, Dr. Fred R. MacKinnon, Frances Montgomery, Jean Morrison, Lillian Romkey, Gwendolyn Shand, Sister Mary Clare, Mrs. Freda Vickery,

### **NSASW Newsletter – Spring, Summer, Fall 1979**

Location: NSARM, RG72, Volume 189, File Number 9

The Spring, Summer, and Fall issues of the Newsletter did not contain relevant information for the History Project so the information found in the three issues was combined. (No volume or number listed)

#### Council Members for 1979-80:

President	Harold Beals
1 <sup>st</sup> Vice-President	Bill Middleton
2 <sup>nd</sup> Vice-President	Brian Kasouff
Secretary	Marjorie MacKinnon
Treasurer	Marie Gallant
Membership	Janis Aitkens
Program	Pat Sinclair-Faulkner
Licensure	Andrew Arsenault
Continuing Education	Rosemarie MacLennan
Nominating	Eileen Knudsen

- Gweneth Gowanlock, the Executive Director of CASW, was to visit Halifax on October 29, 1979 and an invitation went out for all members to attend a reception and meeting.
- Bonnie Ramsey and Sharon O’Connor were appointed to the Board of Examiners.
- Social worker, Alexa MacDonough was nominated as NDP candidate for the federal riding of Halifax.
- Claudia Jewett visited Halifax and conducted a workshop at the 1979 AGM. She was the author of the popular book: “Adopting the Older Child”.
- An Honourary membership in NSASW was awarded to Carl Arnold at the 1979 AGM.

**N.S.A.S.W. Newsletter – MARCH 29, 1983**

**Contents**

- President's Message – William Middleton: Reports on an evening meeting held in Halifax on Jan. 27 regarding the regulation of social work practice and a meeting held on the same topic in Sydney on Feb. 3. Halifax participants want to move from voluntary registration to mandatory registration. Sydney participants opted to go from voluntary registration to Certification. Common ground is that both groups want to move from voluntary registration. This subject will be the focus of the annual meeting.

It was also noted that MSSW had invited the NSASW to sit on its BSW Committee.

- Freda Bradley as Chair of the Social Action Committee wrote an update. The committee had asked for volunteers to work on a submission to the Select Committee on Health but had had no response.

Freda also included a letter of response from the Minister of Social Services, the Honourable Edmund Morris, regarding the Association's concern re single parents etc.

Mention is also made of the submission of a Brief to the Commission of Enquiry on Rents.

- Article by Stephen Jenner on "Camp Hill Psychiatric Services"
- Freda Bradley wrote an article on "Social Work Ethics and the Workplace"
- Reprint of the CASW Code of Ethics as amended and approved in principle on Oct. 2, 1977 at a Board Meeting of CASW
- Article, "One View of Social Workers" by Rev. Msgr. Colin Campbell
- Gail MacDougall reported on the first dinner meeting held by NSASW on Feb. 1, 1983. The topic for discussion was the new Young Offenders Act and the need to rethink the areas of the problems of youth.
- Article, "Sexual Issues and Their Place In Marital Therapy" by Jean Morse
- Nominating Committee Report by Mel McNeil
- MSSW Report
- Coming Events
- Article, "Registration/Certification: Are the Alternatives Too Limited" by Raymond Carlson, Ph.D.
- Eileen Knudsen and Alex Bruce, "Report n Regulation of Social Work Practice"
- Form included in the document – Preliminary Survey Re: Regulation of Social Work Practice

N.S.A.S.W. Newsletter - FALL, 1986

Editorial Committee

Ann Keith, Chair  
Tracey DeLorey  
Sister Virginia Turner  
Winnie Milne

Council

President: Beverly d'Entremont  
Past President: Angus Grant  
First Vice-President: Marilyn Peers  
Second Vice-President: Freda Bradley  
Secretary: Mary Liz Greene  
Treasurer: Pat Forrestall

Contents of the Newsletter

- Excerpts from Karen Hall's, Oral History of Social Work in Canada based on her 1985 interviews in Nova Scotia
- Article on Bill 79, an Act to Amend Chapter 16 of the Acts of 1970, Social Assistance Act.

Council News

- Three workshops were scheduled on the topics Neuro Linguistic Programming, Child Sexual Abuse Prosecution
- NSASW received a \$38,000 grant from the Secretary of State to assist in the implementation of the Atlantic Conference on Housing
- In the Summer of 1986 the Social Action Committee presented a brief to the Appeal Division of the Supreme Court of Nova Scotia regarding the eligibility of single male parents to receive benefits under the Family Benefits Act. **This was the first time in Canada that an Association of Social Workers has presented a brief to the Supreme Court that dealt with social assistance and the new Charter of Rights.**
- Dan O'Brien as the MSSW representative to the Committee on Public Regulation reported to Council. Other members of the Committee were: Marilyn Peers, Freda Bradley, Sister Virginia Turner, and Harold Beals.

N.S.A.S.W. CONNECTION - WINTER, 1986

Editorial Committee

Ann Keith, Chair  
Shirley Hines

Winnie Milne  
Sister Virginia Turner

**This is the first edition of NSASW Connection.**

### **Council News**

- The Committee for Regulation of Social Work Practice is working on the preparation of a draft Social Workers Act.
- Social Assistance Act – The Association is lobbying against Bill C-70 which would result in the de-indexing of Family Allowance benefits.
- A letter was sent to the House of Commons Committee expressing concern about Bill C-49, anti-soliciting laws.
- NSASW is working on a presentation to both the Federal and the Provincial Task Forces on Day Care.
- The Mental Health sub-committee is preparing a response to the proposed changes to the Hospital Act related to Formal Commitments of psychiatric patients. If the changes go forward, psychiatrists will have more power to make formal admissions.

### **N.S.A.S.W. CONNECTION – WINTER, 1987**

### **Editorial Committee**

Ann Keith, Chair  
Tracey Delorey  
Sister Virginia Turner  
Winnie Milne

### **C.A.S.W. News**

- Report on the Nov., 1986 meeting of CASW Board entitled Notes from National included the following:
  - report on fee changes
  - Levinson Viner offer to again provide liability insurance
  - Establishment of the first standing committees by the National Board: Long Term Planning, Social Policy, Publications and Communications (This committee was chaired by Gail MacDougall.)
  - National planning a press release on the fur and seal lobby in view of the social and economic impacts
  - Review of its position on income security
  - Reference to the autumn issue of the Social Worker containing its policy and position on Capital Punishment etc.

### **Council Members**

Beverly d'Entremont, Chair  
Angus Grant, Past President  
Marilyn Peers, 1<sup>st</sup>. Vice-President  
Freda Bradley, 2<sup>nd</sup> Vice-President  
Mary Liz Greene, Secretary  
Pat Forrestall, Treasurer

- List of Committee Chairs included in issue
- List of the number of questions CASW members have to address in order of priority
  - Guaranteed Annual Income
  - Welfare State of the Future
  - Income or Services
  - The balance of Federal/Provincial responsibility
  - Universal and Selective Programs
  - Tax Reform
  - Full Employment Policy
  - Eligibility for Income Security
  - Total Cost of an Income Security System
  - Household or Individual as Unit for Income and Taxation
  - Social Security Programs
  - Speed of Implementing Change
- Appeal from the PR Committee for members interested in establishing a Speakers Bureau
- Letter from Judy Balcom, Social Work Director, Soldiers Memorial Hospital regarding the cut by Valley Health Services of the social work position for the Blanchard Memorial Hospital and the Miller Hospital as of Sept. 26/86.
- Article by Ann Smith, Instructor of the Mic Mac B.S.W. Program at the MSSW on Mental Health Issues and Native People.

### **N.S.A.S.W. CONNECTION – NOVEMBER, 1987**

#### **Editorial Committee**

Sharon O'Connor  
Debbie Katz  
Jackie Pace

#### **Council Executive**

Marilyn Peers, President  
Beverley d'Entremont, Past President  
Freda Bradley, 1<sup>st</sup> Vice-President

Alex Bruce, 2<sup>nd</sup> Vice-President

Mary Liz Greene, Secretary

Mike Marentette, Treasurer

### **Editorial**

- Thank you to Ann Keith for the job she did as Editor of Connection
- Apology to the membership for failing to provide notice and copies of the discussion paper on social assistance in Nova Scotia, “**How Will the Poor Survive**” released June, 1987.

### **Message from the President**

- Mention of the death of Sister Mary Clare
- Mention of Eileen Knudsen recipient of the Ron Stratford Award and Calvin Ruck and Freda Bradley, recipients of the Freda Vickery Award.

### **Other Inclusion in Connection**

- Update from the MSSW – mention is made of the fact the School received some limited funding to establish an on-going program of continuing education for social workers.
- Excerpts from the April, 1987 Annual Meeting – the 24th Some of the items mentioned are as follow:
  - Association sponsorship of the Atlantic Women and Housing Conference April 2-5, 1987 at the Memramcook Institute.
  - A submission to the Nova Scotia Court of Appeals concerning the eligibility of single parent fathers for Family Benefits.
  - On-going attempt to monitor the implications of amendments to the Social Assistance Act (Bill 79) to remove the existing ceiling on family contributions for costs associated with placement of family members in a Home for Special Care or similar facility.
  - Submission to the Provincial Task Force on Family and Children’ Services
  - Submission to the Senate Committee reviewing changes to the Canada Evidence Act and the Criminal Code with respect to the treatment of child sexual abuse cases in the courts.
  - Input to the CASW National Statement on Child Care policy
  - Development of a draft discussion paper on social assistance rates at the municipal level across the province
  - Participation in the sponsorship of a developing country delegate in the Canada Studies Program
  - Participation at the Canadian Council on Social Development National Inquiry on Homeless
- Noted that membership in NSASW was 210 practicing, 33 non-practicing, 7 associate, 14 student, 8 life and 4 honorary members

### **NSASW CONNECTION – FEBRUARY, 1988**

Editorial Board and Council Executive were the same as the previously mentioned issue of Connection.

### **Contents**

- N.S.A.S.W. Annual Meeting and Workshop to be held April 28 and 29, 1988. The Workshop topic was “Working with Families in Poverty”
- Notes from National
- Write up by Catherine Lambert on “Child Sexual Abuse: A Training Program for Frontline Workers” sponsored by the Family and Child Welfare Association
- Notes on the Ronald Stratford Memorial Trust Fund established after Ron’s death (Oct. 12, 1983)
- Article on “Children factored-out of tax reform” by the Vanier Institute of the Family
- Various other bits and pieces of information

### **NSASW CONNECTION – JUNE, 1988**

With the exception of the addition of Donna Hammond as Secretary, the Executive Council remained the same as did the editorial committee.

#### **Contents**

- Front page article “Social Work Positions in Jeopardy” expressing concern that the Department of Community Services was filling social work positions with persons without professional degrees. The President and some members of the Executive met with Carmen Moir and staff. Of particular concern was the position of Director of Child Welfare.
- Article by Shirley Morrison on a research project sponsored by the CAS of Halifax on the topic, “An Examination Of The Adoption Placement Of Black Children With White Families In The Metropolitan Area of Nova Scotia”.
- Excerpts from the 25<sup>th</sup> Annual Meeting as follows:
  - May 16<sup>th</sup> first meeting to establish a metro branch of the Association
  - Comment on how well the paper “How Will the Poor Survive” was received
  - President serving as the Association’s representative on the provincial task force studying the Levels of Cost Sharing of Municipal Assistance
  - Final draft of amendments to the Social Worker’s Act completed
  - Council resumed annual meetings with political parties
  - Concern about salary parity in hospitals
  - Article on Nova Scotia’s Coordinated Home Care Program
  - Various other notices, bits of information etc. contained in the issue

### **NSASW CONNECTION – NOVEMBER, 1988**

Executive members and the editorial board remained the same.

## Contents

- Editorial on meeting held by NSASW, the Nova Scotia Family and Child Welfare Association and the Canadian Council for Children and Youth on “Impact For Children” at which the speaker was Brian Ward, the Executive Director of the Canadian Council for Children and Youth
- Article by Alastair Bissett-Johnson on “Revising The Children’s Services Act”
- Reprinted article from Families services Canada on Federal Moneys Now Garnishable For Enforcement Of Family Support Orders and Agreements
- Notes re criteria for private practice of NSASW Members in Nova Scotia
- Update from MSSW
- Notes on Survey of Membership re: CASW Proposed Statement on Abortion”
- Note on Association’s concern about salary and accreditation Issues for Hospital Social Workers
- Note – death of Virginia Satir, Charlotte Wright
- Assorted bits of information and notices

## NSASW CONNECTION – MARCH, 1989

Both the Executive and the editorial committee remained the same as the issue above.

## Contents

- Front page “News from the President” outlining accomplishments – seeking mandatory registration and control of title in the proposed amendments to the Act; meeting time of Feb. 21 set with the new Minister of Community Services, Guy LeBlanc; Council studying the present structure of the Association; Task Force on the Levels of Cost –Sharing for Municipal Assistance has been completed and as an interim step the levels of assistance have been raised; Concern about revisions to the Children’s Services Act
- Annual Meeting set for April 27-28
- Article by Alice Middleton “Coordinated Home Care: A Dream Come True”
- Article by Daniel O’Brien, “Cape Breton B.S.W. Program”
- Articles: A national resource for employability enhancement programs; Amnesty Casebook; South African Social Worker
- Various other notes and information, notices

**NSASW CONNECTION – JUNE, 1989 – Vol. 4, No. 1**

**Editorial Committee:**

Jackie Pace  
Nina Clarke  
Ruth Morris

**Executive of Council:**

Freda Bradley, President  
Marilyn Peers, Past President  
Gwen Fitzgerald, 1<sup>st</sup> Vice President  
Mike Marenette, 2<sup>nd</sup> Vice President

Donna Hammond, Secretary  
Roger Godin, Treasurer

**Contents**

- News from the President on the front page
  - Minister of Community Services, Guy LeBlanc, not prepared to introduce the new Act in the Legislature
  - Resolution passed at the Annual Meeting that the Public Regulation Committee proceed toward mandatory registration
- Social Action report of the Social Action Committee urging members to become active on the committee etc.
- Letter to Guy LeBlanc from NSASW regarding the Report of the Task Force on the Levels of Cost-Sharing of Municipal Assistance (Oct., 1988) and urging the government to implement the recommendations of the Task Force.
- Summary of the Annual Reports
- Information Update and Bulletin Board, News from MSSW

**NSASW CONNECTION – OCTOBER, 1989 – Vol. 5, No. 1**

Executive and Editorial membership remained the same as the previous issue.

**Contents:**

- Front page article on the Adolescent Assessment Centre established by the Children's Aid Society of Pictou County which is to open in November, 1989
- Article on a Press Release issued by NSASW as a rebuttal to the views expressed by Bishop Colin Campbell. The Association is firmly of the view that children cannot be considered to have consented to

sexual abuse and that the adult aggressor is fully responsible for such acts.

- News from the President
- Article reprinted from The Alberta Advocate on “Thinking Generically and Doing Specifically” based on a speech given by Dr. Carol Meyer
- New from MSSW – Planning for a decentralized MSW Program
- Information Update
- Bulletin Board and Miscellaneous items

### **NSASW CONNECTION – MARCH, 1990 – VOL. 3, NO. 1**

Editorial and Executive Committee remained the same.

#### **Contents**

- Front page article by Margot Clarke on Self Help about the Self-Help Connection sponsored by the Canadian Mental Health Association, NS Division followed by an article “My Experience with Self-Help” by A Manic Depressive Person
- News from the President
  - Draft act of licensure unanimously passed at a special membership meeting on October 14 and then sent to the Minister of Community Services on Nov. 8. There was a meeting with the Minister in December.
- Article by Marilyn Peers “What Can The NSASW Do For Me?”
- Report of the Committee on Salary Parity – have drafted guidelines of standards of social work practice
- Letter from Freda Bradley to the Editor of the Mail Star, Friday, December 15, 1989 entitled “Everyone’s Tragedy” on the endless number of women survivors of male violence
- “A Fond Farewell and A Warm Welcome” – Bidding farewell to Ruth Fisher and introducing a new administrative secretary, Dachia Joudrey.
- Information update and Bulletin Board
- News from MSSW

### **NSASW CONNECTION - OCTOBER, 1990 – VOL. 3, NO 3**

Editorial Board and the Executive Committee were the same with the exception of the change in the Secretary’s position. Paul Girard became the Secretary for the Executive Committee.

## Contents

- Front page article by Alan Cuvelier, Co-coordinator Development and Vocational Assessment Services, Department of Community Services on “Post Traumatic Stress Disorder”
- Review by Paul Girard of a National Survey on Abuse of the Elderly in Canada
- President’s Message
- NSASW Speaks Out – reprint of a letter Freda Bradley wrote to the Mail Star on Sept. 11, 1990 forwarding a letter the Council had sent to the Prime Minister and Premier Robert Bourassa expressing their appall and dismay by the action taken by the provincial and federal governments in withdrawing from negotiations with the Mohawk people over the barricades, and the subsequent determination to use the Canadian Military to remove the same barricades.
- News from MSSW – Dan O’Brien resigned as Director and going to St. Thomas, Joan Gilroy appointed as Director; 50<sup>th</sup> anniversary of the establishment of MSSW in 1941
- Notice to members regarding the recent decision of the Federal Court of Appeal hearing – illegal to deduct money from basic social assistance budgets to recover overpayments, where the recipient has no additional source of income.
- Book Review – Social Work Empowerment in Child Protection Court
- Introduction of new word mark for NSASW
- Information Update and Bulletin Board

### NSASW CONNECTION - FEB /MAR 1991 – VOL. 3, NO. 4

Editorial and Executive Committees the same with the exception of the addition of Marty Wexler as Treasurer.

## Contents

- Front page article by Vicki Wood, Chair of the Public Regulations Committee on “Preparing for Licensure”
- Editorial by Jackie Pace as chair of PR Committee
- **Article by President, Freda Bradley on “Social Work in Nova Scotia: Our Roots and Our Growth”**
  - celebration of the first National Social Work Week
  - In 1926 the CASW was founded and a number of NS social workers joined
  - MSSW opened in 1941
  - NSASW officially established under the SOCIAL WORKER’S ACT in 1963
  - Introduction of the Canada Assistance Plan implementing cost sharing for social assistance enabled social work in Nova Scotia to expand and grow
  - 1991 we celebrate National Social Work Week, celebrate our 28 years and 500 members

## History of the Nova Scotia Association of Social Workers

- Report of the Board of Examiners for Social Workers, Report of the Standards of Practice Committee, Criteria for Private Practice
- New from MSSW by Joan Gilroy focused on the 50<sup>th</sup> Anniversary celebrations. Mention of the November 8 launch of Leonard Hatfield's book, "**Sammy the Prince**" about Dr. Samuel Prince, pioneer sociologist and a founder of the MSSW
- Book review by Diane Kays of The Canadian Family in Crisis by John F. Conway
- Highlights of the new Children and Family Services Act which was to come into force on Sept. 3, 1991
- Information update and Bulletin Board

### NSASW CONNECTION – JULY 1991 – VOL. 3, N0.5

#### Editorial Board

Alicia Nolan  
Ruth Morris  
Shirley MacPherson

#### Council Executive

Gwen Fitzgerald, President  
Freda Bradley, Past President  
Jackie Pace, 1<sup>st</sup> Vice President  
Wendy Trull, 2<sup>nd</sup> Vice President  
Paul Girard, Secretary  
Marty Wexler, Treasurer

#### Contents

- News from the President
  - Mention of meeting on licensure
  - Annual meeting held April 25<sup>th</sup> - motion passed to endorse and support the "Day of Concern" on May 11 to protest the impact of the federal/provincial policy on social programs and the standard of living for the poor and working Canadians
  - Gail MacDougall spoke at the Annual Meeting workshop on issues and concerns about the crisis and status of social work today
- Bulletin Board
- NSASW Annual Committee Reports and President's Report
- Report form the MSSW

**NSASW CONNECTION – OCTOBER, 1991 – VOL. 3, NO. 6**

Editorial Committee and Executive of Council remained the same.

**Content**

- Article by Tom Payette, Manager of Treatment Services for Metro Region for the Dept. of Health – Drug Dependency Services on "Addiction and Family Violence: Are We Powerless"
- Statement to Minister Marie Deckman on the Service Crisis of the new Children and Family Services Act
- Article on CASW Code of Ethics and You
- A Tribute to Marvin Burke by Anne McLennan. Marvin died on June 16, 1991
- Notes from MSSW - 50<sup>th</sup> Anniversary celebrated by an alumni reception and a workshop on Multiracial/Multicultural Social Work
- Update on work of various committees
- Bulletin Board
- Notes from the President
  - Cameron MacDougall selected by the Minister of Health and Fitness to represent NSASW on a Mental Health Working Group
  - NSASW responded to the Report of the Nova Scotia Court Structure Task Force
  - Reviewed the Federal Government's Task Force Report on Child Support
  - Encouraged the Council and membership to respond to the Federal Government with our displeasure about the implications of the recent Supreme Court decision on the rape shield provision
  - Licensure Committee busy
  - CASW looking for feedback related to a national roster for Private Practitioners
  - Early in October NSASW invited to meet with the Minister of Community Services, Marie Dechman
    - informative meeting – NSASW and the Department will be establishing a working group to plan and proceed with licensure; also spoke of NSASW concern with the implementation of the Children and Family Services Act

**NSASW CONNECTION – MARCH, 1992 – VOL.3, NO. 7**

Editorial and Executive committees maintained the same members.

**Contents**

- President's Message
- Article "Justice, Not Pity" by Jacqueline Barkley about Choices, Adolescent Treatment Program, Nova Scotia Commission on Drug Dependency

## History of the Nova Scotia Association of Social Workers

- Article “Helping Professionals: Turning Despair Into Power” adapted from an article by Tom Payette
- Bulletin Board
- Article “Cancer In Two Voices” by Sandra Butler and Barbara Rosenblum
- For Your Information, Announcements, Licensure Update

### **NSASW CONNECTION – SEPTEMBER, 1992 – VOL. 3, NO. 8**

Editorial committee and Executive the same.

#### **Contents**

- President’s Message
- Annual Meeting held in Sydney, May 21, 1992
- Highlights of the Executive Committee
- Tribute to Jane Hurshman Corkum who died Feb. 23, 1992 – She survived violence and wrote a book, Life With Billy
- News from MSSW
- Reports from Committees and regions and various announcements, bulletin board

### **NSASW CONNECTION – APRIL, 1993 – VOL. 3, NO. 10**

#### **Editorial Committee**

Alicia Nolan  
Mary Ann Arab  
Susan Drysdale  
Ruth Morris  
Shirley McPherson

Executive Committee remained the same

#### **Contents**

- Article by Barbara Cottrell, “Liberty: Groups for Survivors of Woman Abuse
- President’s Message
  - licensure dominating and the utmost issue for the Association
  - reception with Metro MLAs
  - NSASW working cooperatively with the City of Halifax Safe City Strategy

- Spring meeting scheduled for May 6&7
- Article on Child Abuse by Harold Beals
- Notes from MSSW – Joan Cummings appointed Chair of the Disabled Persons Commission
- Bulletin Board

**NSASW CONNECTION - JUNE, 1993 – VOL. 3, NO. 11**

Editorial Committee the same. Executive Committee as follows:

Jackie Pace, President  
Gwen Fitzgerald, Past President  
Vacant, 1<sup>st</sup> Vice President  
Wendy Trull, 2<sup>nd</sup> Vice President  
Marie Gallant, Secretary  
Marty Wexler, Treasurer

**Contents**

- 1993 President's Report by Gwen Fitzgerald
  - Office relocated to King St., Dartmouth from MSSW where had had free space for years
  - Congratulations to MSSW on the accreditation of the MSW for seven year period
  - Still working toward licensure
  - Freda Bradley helping with the redrafting of the CASW Code of Ethics
  - Restructured the salary parity committee
  - Asked the Minister of Community Services, Jim Smith, to Chair a committee examining policy and legislation in the adoption disclosure
- Highlights of Long Term Planning Day, Feb. 13, 1993
- Highlights of the Executive Committee and other committee reports, as well as, regional reports
- Committee Reports
- Notes from MSSW by Joan Gilroy
  - Death of C.G. Gifford on March 7, Director of MSSW from 1974-1979
- Student report by Lana MacLean
- Bulletin Board
- For your Information segment

**NSASW CONNECTION – OCTOBER, 1993 – VOL. 3, NO. 12**

**Editorial Committee**

Marianne Arab  
Colleen Flynn

The Executive of Council remained the same.

**Contents**

- Article, “Challenged Personally and Professionally” by Marilyn Peers – report on her trip to Bogota, Columbia with Health and Welfare Canada
- Notes from MSSW by Joan Gilroy
  - Death of Judge J. Elliott Hudson – one of the first part-time faculty at MSSW and served on the Board of Trustees from the time the School joined Dalhousie in 1969.
  - Death of David Critchley on Sept. 16/93 who was on the faculty of the MSSW from 1967-1972
- President’s Report – very short
- Bulletin Board
- For Your Information
- Committee Reports
  - Comprehensive draft of private practice criteria approved by council on June 14, 1993 – committee chaired by Lynn Jones
- Job Opportunities
- Article by Joan MacKenzie Davies, Executive Director of OAPSW on “Pointers to Consider when Facing Job Termination”

**NSASW CONNECTION – JANUARY, 1994 – VOL. 4, NO. 13**

Editorial and Executive committees remained the same.

**Contents**

- Article by Annette Strug on “Family Mediation: An Overview”
- Article on Child Protection Mediation in Nova Scotia
- MSSW Notes by Joan Gilroy

- Article: “Cancer: More Than The Medical
- Article on the Court Mediation Program in Halifax and Dartmouth Family Courts
- President’s Report
  - Working non-stop on licensure
  - New Act introduced in the legislature (Bill 77)
- Review by Paul Girard of “The Abuse of Elderly People: A Handbook for Professionals by Jacki Prichard
- Editorial by Marianne Arab on the fire at Hell’s Hotel and the problem of homeless youth in Halifax
- Bulletin Board etc.

**NSASW CONNECTION – APRIL, 1994 – VOL. 4, NO. 14**

**Editorial Committee**

Marianne Arab  
Colleen Flynn

**Executive Committee**

Jacqueline Pace, President  
Gwen Fitzgerald, Past President  
Vacant, 1<sup>st</sup>. Vice-President  
Wendy Trull, 2<sup>nd</sup> Vice-President  
Marie Gallant, Secretary  
Marty Wexler, Treasurer

**Contents**

- Article by Cameron MacDougall on “Group Treatment For Men Who Batter: Evaluation Outcome
- Article by Francis Turner, “A Blue Print For The Profession’s Continuing Growth and Development”
- Reprint from OAPSW Newsletter, article by Gillian McClosekey “Professional Liability Insurance: A “Must” For All Social Workers
- Article, “Social Work in The 90’s: The Impact on the New Professional”
- For Your Information – mention of local and national happenings
- President’s Report by Jackie Pace
  - Proclamation of the new Act, April 1, 1994
  - Annual General Meeting scheduled for May 5-6 with the theme, Social Work into the 21<sup>st</sup> Century! Taking Stock of our Progress and Ourselves

## History of the Nova Scotia Association of Social Workers

- Mention of the window for grand parenting
- Upcoming Events
- “From the Editor’s Desk”, an article by Marianne Arab on the Neptune Theatre production “All Fall Down” that raised questions about and criticism of the social work profession
- MSSW Notes

### **NSASW CONNECTION – OCTOBER, 1994 – VOL. 4, NO. 15**

Editorial Committee remained the same.

#### **Executive Committee**

Jacqueline Pace, President

Cheryl Gillett, 1<sup>st</sup> Vice-President

Alex Bruce, Secretary

Marty Wexler, Treasurer

#### **Contents**

- Article by Helen Levine, “Opinion – The Impact Of Feminist Theory On Social Work Practice”
- President’s Report – notes the impact of the new Act in terms of the use of the term Social Worker
- Article by Llyle Walton, “Accreditation Is Western Canada’s First” about the accreditation of the Calgary District Hospital Group’s Mental Health Services Family Therapy Training Program
- Article by Audrey Swail, “Career Planning In Stressful Times”
- Reprint of an article by Lillian E. Mendelsohn from OAPSW Metro News, “On The Limits Of Tolerance Acceptance Within The Profession”
- MSSW Notes – Mention of Mary Lou Courtney’s retirement etc.
- Upcoming Events and For Your Information

### **NSASW CONNECTION – DECEMBER, 1994 – VOL. 4, NO. 16**

Both the editorial committee and the Executive remained the same.

#### **Contents**

- Article by Jill Ceccolini on “Mental Illness and Sexuality: A Discussion of the Role of Social Work”
- From the Editor’s Desk – Mentions the appointment of Harold as Executive Director effective Nov. 14
- President’s Report on the impact of licensure

- MSSW Notes by Joan Gilroy
- For Your Information
- Update on Professional Development by Bruce Hicks – **Agreement between the MSSW Continuing Education Program and the Association was passed at a special meeting of NSASW on October 29, 1994**
- Reproduced with the permission of OAPSW, an article by Helen Rehr on “Quality Improvement and Accountability”
- Upcoming Events
- Annual Fund Appeal – article by Joan Gilroy
- Article by Kathy Dodds on Kathy MacKay, the 1994 recipient of the Ron Stratford Award, exp
- Report from the PR Committee
- Report from the CASW by Vicki Wood

**NSASW CONNECTION – MARCH, 1995 – VOL. 5, NO. 17**

**Executive Committee**

Jacqueline Pace, President  
Cheryl Gillett, 1st. Vice-President  
Alex Bruce, Secretary  
Marty Wexler, Treasurer  
Harold Beals, Executive Director

**Editorial Committee**

Marianne Arab  
Donelda MacDonald

**Contents**

- Article by Adel Darwish, “Advocacy Program Lends A Helping Hand” about Dr. Wolfensbreger’s work and the citizen Advocacy Program in Berwick
- President’s Report – last report by Jacque as President
- Executive Director’s Report – impact of social work legislation on the membership, work of the Board of Examiners, expectations of members for the Association
- MSSW Notes by Joan Gilroy - Calvin Ruck received an honorary degree from Dal, FR MacKinnon

featured in Butterbox Babies by Bette Cahill.

- Article by Neville Case on “Legal Issues in Supervision”
- Questions and Comments on the CASW Code of Ethics and NSASW Standards of Practice
- List of Upcoming Events and For Your Information Section

**NSASW CONNECTION, SEPTEMBER, 1995 – VOL. 5, NO. 18**

**Executive Committee**

Cheryl Gillett, President  
Marilyn Peers, 1<sup>st</sup> Vice President  
Jackie Pace, Past President  
Alex Bruce, Secretary  
Diane Kays, Treasurer

**Editorial Committee**

Members remained the same.

**Contents**

- Article by Harold Beals, “Social Policy and Social Work: Is Our Profession an Advocate for Social Change?”
- Notes from MSSW by Joan Gilroy- Also, Continuing Education at MSSW
- For Your Information Section
- Message from the President, Cheryl Gillett – social action was the theme of the Annual Workshop, teething problems with the new legislation, advocacy is a responsibility of all social workers
- Release of the Federal Government’s Plan for Gender Equality
- Upcoming Events
- Presentation to Barbara Clare McPherson of the 1995 CASW Distinguished Service Award
- **Note about the recent relocation of the NSASW office to downtown Halifax**
- In Remembrance – notes the deaths of Judith Grace, Lowell Mullins, Marie MacAdam and the 1995 recipient of the Ron Stratford Award, Gail Roberts

**NSASW CONNECTION – JANUARY, 1996 – VOL. 6, NO. 19**

Executive Committee and the Editorial Committee remained the same.

**Contents**

- Article by Donna Doran, “Motherhood Within the Context of HIV/AIDS
- Articles on Education/Training Workshops on Women and HIV/AIDS and Literary and Health for Life
- Notes from MSSW by Joan Gilroy plus the Continuing Education Program
- Registration Update addressing the confusion and misunderstanding concerning the registration process under the Social Workers Act
- President’s Message by Cheryl Gillett focusing on the alarm over the impact of Federal and Provincial cuts
- Article, “Social Workers Concerned About NAFTA
- Executive Director’s Report
- Professionals’ Relationship with Self-Help Groups and Supports for Seniors and Family Care Groups
- Social Action Initiatives – talks about education members about the impact of the new Federal Government funding under the Canada Health and Social Transfer (April 1, 1996). Notes brief prepared and presented to the Federal Minister, Lloyd Axworthy, Workshop entitled, “Dismantling the Social Welfare State”, and meeting with the Halifax Anti-Poverty Network on Nov. 16 etc.
- CASW Amnesty Casebook by Marcus Busch
- Copy of letter sent to the Chronicle Herald by Cheryl Gillett on the cuts to jobs in hospitals

**NSASW CONNECTION, MARCH, 1996 – VOL. 6, NO. 20**

Executive and Editorial Committees remained the same.

**Contents**

- Article by Bessie Harris on “Social Policy: Where to Next?”
- Note from Jackie Pace on her experiences on trying to locate resources and finding part time work.
- Press Release issued by CASW in February, “Alarm Bells Sound” – lack of real debate about social policy options in Canada
- Article by Monica Mulvihill on “Women’s March Against Poverty”
- Joan Glode named the recipient of the National Social Work Week Distinguished Service Award

## History of the Nova Scotia Association of Social Workers

- MSSW Notes by Joan Gilroy
- Executive Director's Report – Association operating under the new legislation for the past two years; Harold part-time Executive Director for the last 17 months
- Policy Statement on Social Work Practice with Abused Women and Their Families Published by The Canadian Association of Social Workers
- President's Message
- Board of Examiners: Grand parenting Application Process

### **NEWSLETTER, NSASW, OCTOBER, 1996**

**Note that the Fall issue of Connection has been cancelled and the newsletter printed instead. Different format.**

#### **Contents**

- Call for volunteers for NSASW Committee work
- Note of the appointment of Glenn Drover as Director of MSSW on June 1, 1997
- Call for nominations for the CASW Distinguished Service Award
- Convention Resolutions
- NSASW Resource Library
- Board of Examiners
- Parent Abuse
- Changes to Job Classification – Dept. of Community Services

### **NSASW CONNECTION – JANUARY, 1997 – VOL. 6, NO. 21**

#### **Executive Committee**

Cheryl Gillett, President  
Jean Bremner, Vice President  
Vacant, Past President  
Alex Bruce, Secretary  
Linda Roberts, Treasurer

**Board of Examiners**

Jean Duplisea, Chair

Joan Glode, Registrar

**Not sure who the editorial committee was for Connection**

**Contents**

- Article, “Connection Speaks Out on Social Policy” – talks about a release by the Minister of Community Services announcing cost cutting measures
- Update on the Committee on Private Practice
- Ad Hoc Committee on the Portability of R.S.W. status
- Review of the book **Poverty, Poor Houses and Private Philanthropy** launched on October 2, 1996
- Announcement that F.R. Mackinnon is the 1997 recipient of the CASW Distinguished Service Award
- Social Action Committee Issues Press Release – October 31, 1996 – “Monitoring Social Welfare Commitments”
- Minister (John MacEachern) Responds to Social Workers
- MSSW Notes by Joan Gilroy
- Lynn Jones column – Guidelines for Clinical Assessments: Child Protection Cases
- Article on Changes To Our Malpractice Insurance Plan
- CASW Amnesty Casebook by Ruba Abu Duhou, Palestinian Social Work Student
- Message from the President – one of the major issues facing social work across the country is the attempt to undermine and dismantle the profession of social work by redefining jobs and positions and transferring them to other types of jobs and professions.
- Excerpts from CASW Update
- Article, Social Work Ethics – a global concern
- In Memoriam for David William Connors

**NSASW CONNECTION - MARCH, 1997 – VOL. 6, NO.22**

Executive Committee remained the same. Jane Fraser-Deveau chaired PR.

## **Contents**

- Article by Joan Harbison, “Changes, Challenges and prospects for Social Work Practice in Health: Looking Towards the Future”
- Article by Maura Donovan, “Discrimination Focus of New Foster Family Training Program”
- Article by Genevieve Corbin, President of NLASW, “Habits of the Profession: RSW as signature”.
- Announcement by Harold Beals that the Council approved the expenditure of funds to engage a consultant to prepare a background paper on the state of social work in health care in Nova Scotia.
- Gwen MacDonald-Slipp – News from the Maritime School of Social Work – Joan Gilroy retiring after six years as Director
- Upcoming Events
- Announcement that Marilyn Peers is to receive the Order of Canada

## **NSASW CONNECTION – OCTOBER, 1997 – VOL. 6, NO. 23**

### **Executive Committee**

Jean Bremner, President  
Bessie Harris, Vice-President  
Cheryl Gillett, Past-President  
Jane M. Schnare, Secretary  
M. Jane Earle, Treasurer

### **Contents**

- Article by Maura Donovan, “Sometimes Seen, Seldom Heard: Lesbian, Gay, and Bisexual People in Child Welfare”
- President’s Message – items before Association etc. outlined as follow: improved governance model, support for the CASW project on Marketing the Social Work Profession; responding to the International Trade Agreement; advising the MSSW on educating social workers; revisiting professional liability issues; deliberating on ethical dilemmas etc.
- Executive Director’s Report
- In Memoriam for Redge Craig
- New from MSSW – Glenn Drover new Director
- Report by Anne Westhues, Canadian Association of Schools of Social Work
- Excerpts from CASW Directors’ Meeting

- Criminal Charges Laid Against a CAS Social Worker by Joan MacKenzie Davies, Executive Director of the Ontario Association of Social Workers
- Notice Board

**NSASW CONNECTION – JANUARY, 1998 – VOL. 6, NO. 24**

Executive Committee remained the same. Jane Fraser- Deveau still Chair of PR

**Contents**

- Article by Cameron MacDougall, “Central Elements In Therapy”
- President’s Message – Council approved \$500 for each region for professional development; Questionnaire sent out to social workers in health care; Council established an ad hoc committee known as the MSASW-MSSW Liaison Committee
- From the Executive Director’s Desk
- Wendy Trull – Report of the CASW
- To Joan Gilroy with Appreciation and Affection
- Joan Gilroy, Canadian Association of Schools of Social Work
- News from MSSW
- Nova Scotia Association of Social Workers Committee and Board Reports
- Notice Board

**NSASW CONNECTION – JULY, 1998 – VOL. 6, N0.25**

Executive Committee is the same.

**Contents**

- Excerpt from a letter by Marilyn Peers, “An Open Letter to NSASW Members Concerning the Investigation of Complaints and the Need for a Deputy Registrar
- President’s Message
- Article by Linda Roberts, “Under Siege: A Study of Non-Profit Community-Based Agencies In An Era of Cuts
- Article on Discovery Hearings

- News from MSSW
- Notice Board

**NSASW CONNECTION – OCTOBER, 1998 – VOL. 6, NO. 26**

**Change in the Executive Committee – Joyce Halpern, Treasurer  
Judy Aymar co-chair of PR**

**Contents**

- Article on Social Welfare Reform prepared by the Social Action Committee – NSASW preparing a response to “Rebuilding the System: A Discussion Paper” released July, 1998 by the Department of Community Services as part of their Social Assistance Restructuring Initiative
- Message from the President – Swissair 111
- Excerpt, “Helping Canadians Help Canadians: Improving Governance and Accountability in the Voluntary Sector
- People – “Reflections On A Magnificent Life” In Memory of Ken Belanger by Norma Jean Profit
- Marilyn Peers appointed to Welfare Council
- Gail MacDougall receives CAS Award for Outstanding National Service
- Excerpt from the decision by the Nova Scotia Court of Appeal on “Grand parenting”
- News from MSSW
- Notice Board

**NSASW CONNECTION – MARCH, 1999 – VOL. 6, NO. 27**

Executive Committee the same.

**Contents**

- Review of the Grand parenting Process – letter prepared by David Williams as Chairperson of the Board of Examiners
- Congratulations to the ABSW on 20 years
- From the President’s Desk – development of goals and objectives, work of the membership services committee
- Council Up-Date by Harold Beals – approval of new mission statement and goals; 1999 budget; approval to hire a part-time deputy registrar; etc.

- MSSW Report
- People – Shauna Stuart – David Connors Memorial Award; Pamela Taylor, Ronald Stratford Award; Mary Miller, University Community Award Winner; Susan Meagher-Gagnon, Canadian Association of Social Workers Distinguished Service Award
- “Silent Cries” An Appeal to the Membership by Diane Kays
- Notice Board

**NSASW CONNECTION, JULY 1999 – VOL.6, NO. 28**

**Executive Committee**

Bessie Harris, President  
Jill Ceccolini, Vice President  
Jean Bremner, Past President  
Vacant, Secretary  
Joyce Halpern, Treasurer

**Editor of Connection**

Joyce Halpern

**Contents**

- Front page, “Honourable Members” stating the award winners: Alfred Doucet received the David William Connors Award; Linda Roberts recipient of The Ron Stratford Award; Harold MacKinnon Roberts recipient of the Freda Vickery Award.
- Column “From the President” – Priorities for the membership outlined as supportive services; social action, continuation of professional development activities; review of the standards of practice, examination of the organizations committee structure.
- Note that the Standard of Practice and Ethics Committee reviewing the booklet.
- Social Action section – letter to the Daily News, Chronicle Herald and Cape Breton Post from the President regarding the National Child Benefit as well as a letter on the same subject sent by the Executive Director to the three political party leaders
- Rotary Club of Halifax presented the Golden Wheel Award to Paul O’Hara and Kevin McNamara
- Update on solicitation of funds to publish “Silent Cries:
- MSSW - outline of continuing education courses
- Article by Cheryl Downton, “Veith House: Celebrating 25 Years of Community Work”
- Notice Board

**NSASW CONNECTION - OCTOBER, 1999 – VOL. 6, NO. 29**

**Executive Committee**

Anne LeBlanc joined the committee as Secretary.

**Contents**

- Article by Penny Carver, “Social Workers Providing Mediation Services: Issues for Consideration”
- From the President – notes that Bill Greatorex has joined the staff two days a week as Deputy Registrar replacing Jules Gravel. Council has approved the use of some of last year’s surplus to hire someone two days a week for the remainder of the fiscal year to provide support to the committees and undertake some research. In addition, the Association signed the Agreement on Internal Trade; Council approved a request to establish a Memorial Award in memory of Ken Belanger; meeting requested with the Minister of Community Services; work has begun on the Year 2000 NSASW Millennium Project
- Article by Harold Beals, “Social Work Competencies: Do We All Know What We Are Doing?”
- Reprint of NSASW Mission Statement approved May 8, 1998
- Notice that the Social Workers Act is under review
- Findings of a March, 1999 Survey, “Social Workers In the Health Field: Fears, Facts and Futures”
- Outline of MSSW Continuing Education offerings
- Article, “Northwood Lifeline Delivering 24-Hour Peace of Mind
- Note on the year 2000 NSASW Millennium Project
- Notice Board

**NSASW CONNECTION – JANUARY, 2000 – VOL. 7, NO. 30**

Executive Committee remained the same as previous issue.

**Contents**

- Excerpt from NSASW submission to the Fiscal Management Task Force (took up most of the issue of the newsletter)
- From the President’s Desk - states that ethics continue to be a major issue for members, members want greater support, Graeme Fraser in November as Coordinator of Committee Support and Research two days a week
- Article by Harold Beals, “ To Establish A Specialization In Clinical Social Work”

- CASW Update, December, 1999

**NSASW CONNECTION – JUNE, 2000 – VOL. 7, NO. 31**

**Executive Committee**

Jill Ceccolini, President  
Susan Gagnon, Vice President  
Bessie Harris, Past President  
Anne LeBlanc, Secretary  
Joyce Halpern, Treasurer

**Contents**

- CASW Scope of Practice – Reprint of the March 2000 CASW Scope of Practice Statement
- Column, “From the President”
- Letter to the Editor from Paul O’Hara regarding the NSASW submission to the Fiscal Management Task Force
- Honourable Members – column on the recipients of the awards: Marjorie MacDonald, Ron Stratford Award; Brenda Richard, Ken Belanger Memorial Award; Carolyn L. Mossman, CASW Distinguished Service Award
- In Memoriam, Geoff Clare, by Brenda Richard
- MSSW Continuing Education
- Article on MSSW Canada-European Union International Child Welfare Project
- Article, “Regulated Workers To Enjoy Improved Labour Mobility” – Canada’s First Conference on Qualification Recognition Attracts More Than 550
- Summary by Veronica Marsman of Maude Barlow’s Keynote Address at the Annual General Meeting and Conference
- Article by Bessie Harris, “A Budget That Attacks The Vulnerable”
- Social Action 2000 – A letter written by Jill Ceccolini to Premier Hamm expressing alarm over health care cuts
- June 13, 2000 NSASW Press Conference – Social Assistance Cuts Have Human Costs – chaired by David Williams, Chair of the Social Action Committee

**NSASW CONNECTION – OCTOBER, 2000 – VOL. 7, NO. 31**

Executive Committee remained the same.

**Contents**

- Social Assistance Restructuring Initiative – submission to the government during the final phase of the redesign of the social assistance program
- From the President - notes successful Press Conference in June 2000 chaired by David Williams; plans to launch a similar campaign regarding funding cuts to health care; role of NSASW in the development of a coalition, The Social Justice Network, congratulates Harold on his work and presentation of a paper on Social Competencies, notes death of Diane Mitchell on August 24, 2000
- Executive Director's Report
- Health Committee Update
- Letter to Ed Cramm, Deputy Minister of Community Services on Community Supports for Adults re the work of Michael Kendrick who was engaged to review and make recommendations regarding community supports for adults
- Marilyn Peers submitted an excerpt from Justice and the Poor, a press release prepared by the National Welfare Council
- Some of the reports from the Annual General Meeting and Conference 2000

**NSASW CONNECTION – JANUARY, 2001 – VOL. 8, NO. 32**

Executive Committee is the same.

**Contents**

- Article by Harold Beals, "The Role NSASW Is Playing In Relation to the Profession of Social Work and Social Justice"
- Honourable Members – Pam Gosse MacDonald given the Achievement of Excellence Award, a provincial award for child welfare staff; Mary Pothier recognized by CASW for her significant work on the Editorial Board of Canadian Social Work
- Update on CASW Sector Study
- Note re Marilyn Marcon joining the staff on Sept. 18
- Article by Graeme Fraser on behalf of the Health Committee, "Assessment of Health Care Changes"
- "Towards An Unjust Society" response by the BC Association of Social Workers to the Federal Liberal's Mini-Budget

- Article prepared by Harold Beals and Marilyn Peers, “Grand parented RSWs: Issues and Concerns”

### **CASW CONNECTION – JUNE, 2001 – VOL. 8, NO. 33**

Executive Committee remained the same.

#### **Contents**

- Honourable Members – CASW Distinguished Service Award, Jean Bremner; David William Connors Memorial Award, Brenda Marie Spears
- From the President – fiscal challenge facing NSASW; remain focus on social work’s role in promoting social justice
- Executive Director’s Report
- Veronica Marsman, Program Chair – “ Strategies For A Just Society: Holding Government Accountable”
- Media Release, June 21, 2001, “Bill 68: An Ill Advised Cure” prepared by David Williams and Jill Ceccolini – legislates end to collective bargaining in the health care sector
- Council Forms Committee For Grand parented Social Workers to address concerns, issues and ideas that are important to them.
- Honourable Members - Awards: Lucille Harper, Ron Stratford Award; Isabel Forsyth, Freda Vickery Award; Marilyn Peers on ending two terms with the Board of Examiners
- Amendments to Update the Social Workers Act – most of them related to the Board of Examiners
- Article by Harold Beals, “In Critical Demand: The Occupation of Social Work In Canada”
- Article by Donna Hepditch, “Social Workers and End of Life Issues”
- Canadian Association of Social Workers Child Welfare Project, “Creating Conditions for Good Practice”
- Article, “Finding of Disciplinary Committee”
- Abridged version of a discussion paper, “A Competency Profile For The Entry Level Social Worker: Development of the Core Competencies A Discussion Paper”
- Recent Evidence to Support The Need to Clearly Define Social Work Practice: Canadian Association of Social Workers – Public Perception Survey
- Article by Cameron MacDougall, “Thoughts on the Controversy: Is Social Work an Art or a Science?”
- Mary Catherine McDonnell, “Ethical Considerations In A Changing Social Work Environment”
- Winnie Beaton, “The Association of Black Social Workers”

- Letter by Jill Ceccolini on Amendments to Bill 17, The Adoption Information Act re the rights of birth parents and the rights of adoptees
- Information on Cancer Care Nova Scotia
- Notice Board

**NSASW CONNECTION – DECEMBER 2001 – VOL. 8, NO. 34**

**Executive Committee**

Barry McClatchey joined as Treasurer, position of Vice President vacant.

**Contents**

- Article by Cameron MacDougall, “Research Findings On The Outcomes Of Couple Therapy”
- Executive Director’s Report – social work competencies; interprovincial regulatory issues; Registrar position; ListServ; meeting with CASW President and Executive Director
- Co-coordinator’s Report – CASW Child Welfare Project; Health; ListServ; Community Supports for Adults; Standards and Ethics; Public Relations Committee; Promotion of the Profession
- CASW Statement On The Terror In The USA (October, 2001)
- NS – CASW Report by Veronica Marsman
- Social Action – letter prepared by Jill Ceccolini and sent to the Chronicle Herald on the Employment Support and Income Assistance Program
- Article by David Williams, “Is It Ethical for a Professional Social Worker to Strike?”
- “A National Disgrace – Child Poverty In Canada
- Article by Harold Beals, “The Financial Situation Of The Association”
- Notice Board

**NSASW CONNECTION – JUNE, 2002 – VOL. 9, NO. 35**

**Executive Committee**

Kathy MacGuire, President  
Donna Deveaux-MacLeod, Vice President  
Barry McClatchey, Treasurer  
Anne LeBlanc, Secretary  
Jill Ceccolini, Past President

## **Contents**

- DSM Conference in Truro
- Social Worker Silenced by Climate of Fear (Reprinted from Perspectives, Spring 2002)
- Executive Director’s Report by Harold Beals – Amendments to the Social Workers Act provide for the Council to have authority to establish membership fees and set the operating budget for the Association; Tay Landry becomes Editor of Connection; social justice activities
- Protection – The Film
- Article by Paul O’Hara, “The Relationship Between Housing and Health”
- CASW Director’s Report by Veronica Marsman
- Letter to the Editor by Nancy Ross related to child sexual abuse
- Press Release, April 26, 2002 by the NSASW and The Community Advocates Network – Approach to Government Changes Causes Concern re the Department of Community Services’ plan to reorganize and redesign the way it delivers services to clients – prepared by Jeanne Fay
- MSSW Continuing Education
- Child Poverty Photo Exhibit
- Letter from Archie Kennedy and Brian Crawford re Political Economy
- Award recipients for 2002 – Maura K. Donovan, Ken Belanger Memorial Award; Gerald Lawless, David William Connors Memorial Award; Frank Gibson, Ronald Stratford Memorial Award - also notes the retirement of Carolyn Mossman
- Article by David Williams, “Client Service Delivery System” – Association Concerned About Community Services Delivery Plan
- Amendments Passed to Update the Social Workers Act
- Notice Board

## **NSASW CONNECTION – JANUARY, 2003 – VOL. 9, NO. 35**

Executive Committee the same

## **Contents**

- “The Right to Strike and the Provision of Emergency Services in Canadian Health Care” excerpt from a study by the Canadian Centre for Policy Alternatives on whether or not health care professionals and support staff have the right to strike.

- Letter to Premier Hamm from the President, The Right to Strike and the Provision of Emergency Services in Canadian Health Care
- President's Message – third party billing, the library
- Co-coordinator's Report – Romanow Report just released; position statement on Health Care adopted by the Association in March, 2002; supporting the Membership Committee in producing a brochure, "Complaints and Discipline: An Information Guide for Members; Child Welfare Committee etc
- Margie Ferguson re Maritime School of Social Work Alumni
- CASW Director's Report
- Special Feature: Child Welfare Issues – Article by Joan Gilroy, "Child Welfare in Nova Scotia: Creating Conditions For Good Practice"
- Harold Beals, "A Child Welfare System Under Stress"
- Letter prepared by Archie Kennedy and Brian Crawford and reprinted from the Halifax Herald, Nova Scotia Not Acting In Best Interests of Children
- CASW Child Welfare Project: Creating Conditions for Good Practice Open Letter to Child Welfare Social Workers
- Joan Gilroy recipient of the A. Gordon Archibald Alumni of the Year Award
- CASW Distinguished Service Award – Elaine Campbell
- Notice Board

**NSASW CONNECTION – OCTOBER, 2003 – VOL. 10, NO. 37**

Executive Committee the same.

**Contents**

- Paper republished with permission, "Developing Racial and Cultural Equity in Social Work Practice"
- Executive Director's Report – amendments to the Social Workers Act; Meeting with the DM of Community Services; Grand parented Social Workers; Competency Profile for Social Work; Membership Statistics
- Co-coordinator's Report
- Professional Development Committee – Jean Bremner, Co-Chair
- Joan Gilroy – MSSW Alumni; Child Welfare Committee

- Our President In the News – Cape Breton Women Rise to the Top of Their Professional Organization re Kathy MacGuire
- GST Exemption for Social Workers
- Connection Goes On-Line and Questionnaire
- Legislature Remembers Rosemary Brown
- Freda Vickery Award – Cameron MacDougall
- David William Connors Award – Kim Wood
- Ron Stratford Award – Michelle Margarit
- Brenda Richard recognized for her service to the Board of Examiners
- CASW Health Council letter
- CASW WTO Meeting Letter
- MSSW Continuing Education

**NSASW CONNECTION – JANUARY, 2004 – VOL. 11, NO. 1**

Executive Committee is the same.

**Contents**

- Executive Director’s Report by Harold Beals – developing electronic communications with members; social work competency profile; grand parented social workers; meeting with DM of Community Services; 2003 budget; personal information protection; Board of Examiners
- Co-coordinator’s Report
- Katie Katwaroo, “Foster Parents: A Bright Light in a Difficult Time”
- A Foster Child’s Plea
- Amendments to be Introduced in the Nova Scotia Legislature
- A Ray of Hope by Oluronke Taiwo
- A Recent Discipline Decision by the Board of Examiners
- Nova Scotia Department of Community Services Press Release, Working Together To Improve Client Services

## History of the Nova Scotia Association of Social Workers

- Notice that Connection is now available on line
- MSSW Continuing Education

### **NSASW CONNECTION – DECEMBER, 2004 – VOL. 11, NO. 2**

#### **Executive Committee**

Jean Bremner, President  
Denise MacDonald-Billard, Vice President  
Barry McClatchey, Treasurer  
Anne Vaughan, Secretary  
Kathy MacGuire, Past President

#### **Contents**

- Letter from the President of NSASW
- Executive Director's Report – focus on legislation
- Congratulations to Wanda Thomas Bernard who won a 2004 Nova Scotia Human Rights Award
- NSASW Private Practice Committee Activities by Debbie Kaetz and Denise Perron
- Awards – Pat Russell and Frank Allen, David Connors Award; Veronica Marsman, CASW Distinguished Service Award; Debbie Smith, Ron Stratford Award
- Frank Sampson recognized for his contribution to the Board of Examiners
- Highlights of the 41<sup>st</sup> Annual General Meeting
- Tribute to Calvin Ruck, Lawrence Hancock
- Notice Board

### **NSASW CONNECTION, FEBRUARY, 2005 – VOL. 12, NO. 1**

Executive Committee remained the same as previous issue.

#### **Contents**

- Summary of the feature speaker etc. from the 41<sup>st</sup> Annual Convention of NSASW – “Deconstructing Social Policy When Working with Challenging Children and Youth”
- MSSW Report by Joan Gilroy
- Letter to the Editor from Jean Bremner on the October, 2004 increase of personal allowance for a person

on income assistance

- NSASW Coordinator's Report by Graeme Fraser – child welfare committee, health interest group, NSASW Listserv, social action committee, standards and ethics
- Tribute to Dr. Fred MacKinnon, “Pioneer in Social Work” by Bessie Harris
- Article on the Dr. Frederick R. MacKinnon Scholarship established by the Alumni at the MSSW
- Article on a study undertaken by Wanda Thomas Bernard, Fred Wien and Nancy MacDonald on “Labour Market Experience of Social Work Graduates: Exploring the Role of Affirmative Action in Education: Summary Report”
- List of Committee activities scheduled for 2005
- List of Members of the Board of Examiners, Social Work Candidacy Supervisors, Board of Examiners' Approvals, Council Members
- Notices for events being undertaken by various organizations

**NSASW CONNECTION, AUGUST 2005 – VOL.12, NO. 1**

**Contents**

- Welcome to Susan Nasser as the new Executive Director effective May 30
- Wanda Thomas Bernard named to the Order of Canada
- “Flower Power” by Linda Tapp
- Article on the Nova Scotia Office of the Ombudsman
- “Donna Angelis –A Biography” - Executive Director of the Association of Social Work Boards
- Highlights of the NSASW Annual General Meeting
- Article on Joan Cummings recipient of Honorary Degree
- Lead up article to the 2006 National Social Work Conference
- Continuing Education Workshops and Programs

APPENDIX - 12            TEXT AND PHOTO MATERIAL LOCATED IN THE  
NSASW LIBRARY

<u>Binder Contents</u>	<u>Year</u>	<u>Binder Colour</u>
Council Minutes	1985 to 1989	Black
Council Minutes	1990 to 1991	Blue
Council Minutes	1990	Small Blue
Council Minutes	1992 to 1994	Blue
Council Minutes	1995 to 1996	Blue
Council Minutes	1997	Black
Council Minutes	1998	Black
Council Minutes	1999	Black
Council Minutes	2000 to 2006	Light Blue
Council Minutes	2007 to 2009	Blue
Council Minutes	AGM's (1995 to 2002)	Blue
Annual Reports	1965 to 2010	Black
CONNECTION	1967 to 2010	Blue
Media Releases	1994 to 2005	Blue
Photo Album	1993- 1994	Multi Colours
Photo Album	1994 to 2006	Blue

## APPENDIX - 13

### MARITIME SCHOOL OF SOCIAL WORK<sup>1</sup> Directors and Acting Directors 1941 – 2011

1941 – 1949: Dr. Samuel H. Prince

1949 – 1973: Lawrence T. Hancock

1973 – 1974: Daniel O'Brien, Acting Director

1974 – 1980: Dr. Cuthbert "Giff" Gifford

1980 – 1981: Mary Lou Courtney, Acting Director

1981 – 1986: Dr. Frederick Wien

1986 – 1990: Dr. Daniel O'Brien

1990 - December, 1996: Dr. Joan Gilroy

January, 1997 – July, 1997: Dr. Frederick Wien, Acting Director

August, 1997 – May, 1999: Dr. Glenn Drover

June, 1999 – June, 2001: Dr. Frederick Wien, Acting Director

July, 2001 – 2011: Dr. Wanda Thomas Bernard

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<sup>1</sup> Our thanks to Joan Gilroy for providing this list. Please note that the appointment as Director runs from July 1 to June 30 each year.

## APPENDIX – 14

### LIST OF LIFE / HONORARY MEMBERS OF NSASW<sup>1</sup>

The distinction between a Life or Honorary membership seems to have been based on whether or not the individual had some social work education although in one instance an individual was made an Honorary member and then given a Life Membership at a later date. In addition it appears the NSASW did not keep a running list of when or on whom such memberships were bestowed so the names listed below were found in various files and recordings and are listed alphabetically. The date following each name is the date we found mentioned in the files and, in most instances, appears to be the date the honor was given.

The granting of Life and Honorary memberships, with two exceptions, seems to have ceased by the end of the 1970's. We can speculate that this was due to the fact that the NSASW began to introduce other forms of awards to honor individuals for their contributions to social work and the Association.

#### Life and Honorary Members

Thomas H. Blue, 1966  
Most Reverend Joseph Gerald Berry, 1966  
Msgr. Colin Campbell, 1987  
Sister Mary Clare, 1971 (Honorary, 1968)  
Eric Dick, 1966 (Honorary)  
Hiram S. Farquhar, 1966 (Honorary)  
Lawrence T. Hancock, 1973  
Dr. Elizabeth Hall, 1969  
Jean Hattie, 1983, (Honorary)  
Frances Montgomery, 1966  
Joy Maines, 1966 (Honorary)  
Sister Jane MacKenzie, 1971  
Dr. Frederick R. MacKinnon, 1964  
Jean Morrison, 1971  
Jack Parsons, 1966 (Honorary)  
Lillian Romkey, 1971  
Gwendolyn V. Shand, 1977  
Freda Vickery, 1977  
Jane B. Wisdom, 1966

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<sup>1</sup> "Honorary membership or life membership in the Association may be granted at the discretion of the Council, or the Association, to persons who have rendered distinguished service to the field of social work" {By-law 29(4)}.