

## **Executive Director's October 21, 2023 to January 20, 2024**

In review, since our last meeting:

Services continue.

Dianne Heath, Executive Director, works full-time from home and the office, Darren Usher, Member Services Coordinator, works part-time from the office, Monday -Thursday mornings. (Darren has been on leave through December and January, returning in February). Rose Wu, Communications Coordinator and Admin, works remotely from Victoria, 15 hours/week.

### **Operations**

- Launched a new benefits program for staff
- Board meeting planned
- New Board orientation
- Worked on draft budget
- ARs for end of year
- Year-end preparation
- National meeting planning
- Filed with BC Societies Registry
- Staff Performance appraisal
- Support for committees
- Website advertising and updates
- Member assistance with renewals

### **Promotion of the Profession**

- Executive Director for the Allied Health Policy Secretariat (AHPS) and B.C.'s Provincial Chief Allied Health Officer, Lorrie Cramb invited BCASW to join the inaugural meeting of a new Provincial Allied Health Association Collaborative (PAHAC). PAHAC will provide systems-level consultation and advice on the strategic direction and priorities of the AHPS. The membership of the collaborative is comprised of association and/or society executive leaders.
  - Michael and Dianne met with Brian Westgate for an update of the new Health Professions and Occupations Act
  - Reported monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying.
  - Discussions with Ann Joseph, new registrar
  - Social work week confirmed with MCFD
  - Amendments to the regulations that guide the Crime Victim Assistance Program (CVAP) were approved by Cabinet. The changes include significant increases to the rates CVAP is able to pay for counselling services, effective January 1, 2024. This was a long-awaited change and given BCASW's role in helping to inform the changes that were ultimately proposed and approved, the Ministry of Public Safety and Solicitor General sent a note of acknowledgement.
- Also found:

**ARTICLE 24.13 – MENTAL HEALTH**

Add Collective Agreement Language

**24.13 MENTAL HEALTH**

All employees and family members covered by our current benefit plan shall be entitled to a combined maximum of \$1000 annually for the services of a registered psychologist, registered counsellor, or social worker, either online or in person.

Success earlier with in FNHA  
Alberta Blue Cross, ICBC

**Services for Members (1545)**

Engaged membership- multiple activities including high open and click rates on *eBulletin*; requests for inclusion or more information; increasing office consultation phone call requests and emails; attendance at CPD events; participation in mentoring programs

- Monthly *eBulletins*- on average, over double industry averages (Industry average is 30% and a good click rate is 7-6%). Unsubscribes rare.
- Membership consultations included questions re cross jurisdictional practice, small business start-ups, third party payer inclusion, CASW resources, RCSW designation requirements, new Health Professions and Occupations Act implications, consultation groups, ethics application in private practice, ownership of communications and charting
- Members of public- resources, complaints
- FASW listings
- Winter *Perspectives* gone to print
- Mentorship Program  
Peer mentoring groups were paused for December and January

**Social Justice**

Repeal 43 action on NewMode

**Priorities: Continue initiatives under strategic plan and sustain current levels of service**

- *eBulletin*
- assess climate and costs for in-person conference
- Records formerly in storage reviewed, digitalized, and stored or shredded
- Legal and insurance consultation: webinar disclaimer, *Perspectives* article ownership statement and copyright, BCASW liability and insurance for online groups, statements for peer groups, collection of identity data
- Request *Balance* image rights for use from Dylan Thomas

- Review practices and draft policies re identity information collection
- Continue operational review of mentorship program (Update numbers and info for mentors, plan for needs for support- resources, peer group, webinar, etc.)
- Complete report from survey of RCSW members

Governing documents: Review to ensure compliance, updates in line with current practice, EDIB language.

#### External

- I. Societies Act
- II. Bylaws and Constitution
- III. Personal Information Protection Act (Private Sector)

#### Internal

1. **Policy governance-** Board duties and roles, **Board relationship to ED and Members;** Committees, Branch, and Practice Group roles, financial requirements

Used by Board, Committees, ED  
Needs update, one reference for all policy  
Privacy Policy review and update.

2. **Personnel Policy- ED relationship with Staff** (BCASW Board as employer to ED as staff) re employee/employer responsibilities

Used by Personnel Committee, President, ED, Staff  
Completion September 2023

3. **Operations: Procedures- on-going office document**

Used by ED, Staff, any volunteers, committees, and groups working operationally under ED supervision,  
**relationship of staff to the work**

4. **Terms of Reference- policy governance, website**

Used by committees doing the work of the board, practice groups, **relationship of groups to the work**  
Some need updating.

Submitted by Dianne Heath, MSW RSW