

BY-LAW COMMITTEE
SUMMARY OF BY-LAW CHANGE CONSIDERATIONS
November 2019, March 2020 & June 2020 COMBINED

Red – Content Change

Green – wording change

Blue – moved from another section or renumbered

General considerations

Remove word “registered” when referring to social workers throughout the By-Law

**Rationale: Individuals are required to be registered in order to use the title social worker.*

Definitions

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Any term used in this by-law and defined in the Act or a regulation under the Act has the meaning given to it in the Act or the regulation under the Act, **unless otherwise defined in this by-law**. The following definitions shall apply in this by-law:

“**member**” means an individual whose name is entered in the register of social workers **established by paragraph 9(1)(a) of the Act, which term includes the practising, temporary and non-practising categories of membership, as set out in section 2 of the Regulation**

**Rationale: Non-practicing members and corporations are subject to the same requirements as practicing members, who are the only category authorized to use title social worker.*

“~~social work~~ student” means an individual whose name is entered in the register of students

“**Northern Region**” means that area set out in section 9 of the RHA Regulation **but including the Town of Churchill**.

“**Regulation**” means the Social Work Profession Regulation, M.R. 256/2014, as amended from time to time.

“**RHA Regulation**” means the *Amalgamation of Regional Health Authorities Regulation, 2012, Man. Reg. M.R. 63/2012*, as amended from time to time.

**Rationale: All students are required to be social work students in accordance with Section 9(1) of the Social Work Profession Regulation.*

Part 1 – Organizational

1-5 – In achieving its vision and mission, the work of the college is based on values of respect, for the equality, worth and dignity of all people, social inclusion and social justice. The college shall strive to

foster practices that reflect diversity, ~~including in indigenous communities and newcomer populations~~; in enhancing and improving the social work profession.

**Rationale: Remove reference to any particular community or population as diversity includes a significant number of other communities and groups, all of which cannot be listed.*

~~1-5.13-1.7~~ The college ~~Committees~~ shall strive to ensure ~~appropriate~~ representation from Indigenous Peoples on its board and committees, which may include ~~bringing in persons~~ consulting with or adding individuals when needed on an ad hoc basis, particularly when dealing with a matter that predominately affects the interests of Indigenous Peoples.

**Rationale: Previously applied only to committees under section 3. Intention to broaden the scope of this statement.*

~~1-6 The Act, regulations and by-laws shall apply to all social workers employed in the province of Manitoba. (Legislation applied to all members. College cannot legally enforce residency requirement.~~

**Rationale: Legislation applies to all members registered with the College regardless of place of employment or residency. No residency requirement in legislation.*

~~1-7~~ **(1-6)** The board may establish chapters of the college for the purpose of:

- (a) acting on behalf of the college in promoting the goals, policies and strategic priorities of the organization as the board may direct, as well as representing the professional interests of social workers to the board;
- (b) identifying and advising the board on any matter relating to the administration and regulation of social work in Manitoba, including standards of practice, codes of ethics and practice guidelines, in terms of
 - (i) specific issues, concerns or needs arising within communities of interest in the Province of Manitoba, ~~which may~~ including but not limited to ethnic, spiritual, linguistic, familial or cultural factors, and areas of practice;
 - (ii) the aspirations and ~~appropriate~~ involvement of Indigenous Peoples in the practice of social work through the establishment of an Indigenous Peoples chapter; and

**Rationale: Must be clear that College must represent "professional" interests. Broaden the scope of the statement related to inclusiveness. Term "appropriate" is subjective.*

1-7.1 (1-6.1) A chapter must establish written terms of reference, in consultation with and acceptable to the college, that set out the chapter's objectives and procedures in undertaking its activities.

**Rationale: Important to clearly set out the purpose and objectives of any chapter.*

1-7.3 (1-6.3) The chapter shall designate a ~~representative member of the college~~ as chairperson to act in a leadership role for the chapter, and the chairperson shall be responsible for ensuring that the views of the chapter are brought before the board.

**Rationale – Chair to be a member of the College to ensure they are aligned with the values of the profession and maintain a link to the College.*

Promotion of the welfare of members and of the profession

7-1 (1-7) The college may develop, maintain and publish position statements of relevance to the profession of social work and the conditions, events and issues with which the profession is concerned. (Previously 7-1)

**Rationale – Previously under “Miscellaneous”. Better fit under “Organizational”.*