

Red – Content Change

Green – wording change

Blue – moved from another section or renumbered

Part 6 – Administration

Protection from liability

~~6-2~~ — No person acting on behalf of the college and its affairs shall be liable for any action of anything done by the person in good faith in the performance or exercise of duties under the Act, regulations or by-laws; nor for the neglect or default in the performance or exercise in good faith of such a duty or power, except for any such actions as exercised through willful neglect, default or in willful contravention of the policies, by-laws and regulations of the board and the college.

**Rationale – Not necessary in By-Laws. Outlined in Section 70 of the Act.*

Executive limitations

6-3 (6.2) No person shall have any authority to act on behalf of the board or college with respect to agents or employees of the college except as provided in the **Act, regulations**, by-laws, administrative policies of the college, or by motion of the board.

6-3.1 (6-2.1) The registrar shall have no authority to act on behalf of the board or college with respect to the transaction of the affairs of the college except as provided in the **Act**, regulations, by-laws, and the position description for the position, administrative policies of the college, or by motion of the board.

**Rationale – Reflects responsibilities under all relevant legislation.*

Protection of confidentiality

~~6-4~~ — Every person acting on behalf of the college and its affairs shall preserve confidentiality in the course of conducting their duties, and must not communicate such information to another person except in accordance with the code of ethics, standards of practice, administrative policy, and the by-laws and as required by law.

Exemptions from confidentiality

~~6-4.1~~ — Confidential information may be disclosed in accordance with the terms stipulated in the Act.

**Rationale – Not necessary in By-Laws. Outlined in Section 71 of the Act.*

Salary schedule

6-7.4 (6-5.4) The ~~board~~ **registrar** shall maintain a salary schedule for all positions of employment within the college. The salary schedule shall be congruent with the policies and procedures stipulated in the administrative policies for the college.

** Specific salary schedule is operational and therefore the responsibility of the ED/Registrar. The Board approves the budget, which includes salary line.*

Salary increments

~~6-7.5~~ — The procedures for salary increments are established as follows:

- ~~(a)~~ Salary increments shall be specified in the salary schedule and shall remain in effect for a designated period of time specified in the administrative policies for the college.
- ~~(b)~~ Changes to the salary schedule shall occur at the expiration of the designated period specified in the salary schedule and as defined in the administrative policies for the college.

~~(c) Employees, who have reached a maximum salary in accordance with the salary schedule, shall be eligible for an annual salary increment to be negotiated between designated representatives of the executive committee and the employees. Such considerations shall be referenced to those stipulated in the administrative policies for the college.~~

**Rationale – Salary schedule and increments are operational matters.*

Benefits

6-7.6 (6-5.5) The college shall maintain a benefits program for its employees, ~~the terms of which will be determined by the board and~~ as stipulated in the administrative policies for the college.

**Rationale – The terms of the benefits program are an operational matter.*

Appointment of legal counsel

6-8 (6.6) The ~~board or a committee of the~~ college may retain legal counsel for the purpose of ~~assisting the board or a committee in~~ carrying out any power or duty under the Act, the by-laws and regulations or any other matters pertaining to the affairs of the college.

**Rationale – More general reference to College is more accurate.*

Promotion of the welfare of the members and the profession

~~7-1 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.~~

**Rationale – Renumbered and moved out of Miscellaneous to be included in opening references in the By-Law.*

7-1.5 Within forty-five (45) days of giving provisional approval of such amendment, enactment or repeal, the board shall notify members, students, and social work corporations of the proposed amendment, enactment or repeal. The amendment, enactment or repeal shall be in force until the next annual general meeting, at which time ~~the approval of those in attendance and eligible to vote shall consider~~ the amendment, enactment or repeal ~~for approval will be determined,~~ using any combination of voting methods conducted in accordance with the by-laws and administrative policies of the college.

**Rationale - Revision required to allow for advance voting.*

~~7-1.6—Where notice is given on a proposed amendment, enactment or repeal of by-laws, a quorum of members who are eligible to vote on the matter must be present at a duly constituted meeting, with the vote conducted as provided for under the Act and the by-laws.~~

**Rationale – This section to be removed to allow for advance voting. 4-8.3 sets voting eligibility and the issue of quorum is not necessary in the context of advance voting.*

7-4 (7-3) Code of Ethics

The college will endorse and adopt by resolution a code of ethics as a standard for the professional conduct of ~~social workers, members~~ and promote the code of ethics as a guide for all ~~social workers members~~. The code of ethics shall be used as a principle guiding document in the evaluation of the

professional conduct of a ~~social worker~~ member and shall be readily accessible through electronic publication on the college website or by request to the college.

**Rationale – All registrants are required to adhere to the code of ethics, regardless of whether they are in the Practicing category and “social workers” or in the Non-Practicing category and “non-practicing members”*