



Administrative Policies and Procedures Manual

CANSW Administrative Policies and Procedures Manual: Updated Jan. 2022

Policy #: 01

Subject: Guidelines for Honorariums

Reviewed and Revised: January 2022

Guidelines for Honorariums for Conference presenters:

CANSW encourages members to present at our conference and, at times, asks members to present on specific topics. These guidelines will provide consistency in the amount of honorariums provided to members who present. This will not include accommodation and meal costs that may be rolled into registration fees.

- 1) Members who submit abstracts after a call for abstracts will be given an Honorarium of **\$150.00**.
- 2) Members who are asked by the conference planning committee to present material that was prepared for presentation elsewhere and is of interest to members, will be given an Honorarium of **\$150.00**.
- 3) Members who are asked by the Conference Planning Committee to present on a specific topic especially for the conference will be given an Honorarium of **\$150.00**.
- 4) Should there be exceptional circumstances: i.e. a member is asked to take responsibility for a ½ day workshop, the Honorarium could be increased to reflect this responsibility. This would be at the discretion of the Executive and Conference Planning Committee.
- 5) Members who submit a poster presentation will be given an Honorarium of **\$50.00**
- 6) Non-CANSW members who are asked to present (excluding keynote speakers-**based on their cost**), or asked to be a participant on the panel, will be given an Honorarium of **\$50.00**.
- 7) Members of the Conference Planning Committee will have their conference registration fees waived.
- 8) These amounts will be reviewed every three years, or as necessary by the Executive Committee.
- 9) Webinar Presenters will be paid **\$100.00** for providing a webinar presentation.

Policy #: 02

Subject: Process for New Members/Membership Renewals

Reviewed and Revised: January 2022

Types of Memberships:

Active Membership: Any Social Worker currently working in a Canadian Nephrology Program. Active members may vote and hold office and act as a chairperson of a committee. The immediate Past President will be considered an active member.

Associate Membership: Those eligible for Associate Memberships include the following: Social Workers practicing Nephrology Social Work in any area outside Canada, professionals practicing in a related field of Nephrology, laypersons from related organizations and previously Active Members. Associate Members may attend meetings, conferences, participate on committees and receive significant communications. Associate Members may not vote or hold office in the Canadian Association of Nephrology Social Workers.

Process for Membership/Renewal of Memberships

- 1) During the last CANSW Executive meeting of the year, the Executive will determine CANSW membership fees (active and associate) and late fees for the upcoming year.
- 2) All Regional Representatives are encouraged to seek new members from their respective areas and direct them to the online registration form.
- 3) The Listserv Moderator will send out a reminder email for membership renewals in January, and once again in early/mid-February. The end of February deadline will be implemented after which late fees will be applied.
- 4) The Listserv Moderator will receive all applications and payments, and email back a receipt to each member. The Listserv Moderator will create/update a New Members list (with CANSW member name and business information). The Listserv Moderator will forward the application to the Regional Representatives and President for them to follow-up.
- 5) The **CANSW President** and **Regional Representative** will send a Welcome letter (Appendix A) by email to all new members, highlighting the contact names and information for executive members (including Regional Reps), and introduce the website and some of its contents, and educational opportunities available to members. They will also forward the most recent minutes of their last regional meeting, if applicable.
- 6) The Listserv Moderator will update and maintain the CANSW listserve email addresses and send a welcome email to new members outlining email guidelines and etiquette.
- 7) The **CANSW President** will send a Welcome letter (Appendix B) by e-mail to new renal social workers (prospective CANSW members), when notified by a CANSW member to do so.

Policy #: 03

Subject: CANSW Privacy Policy

Reviewed and Revised: January 2022

CANSW Privacy Policy

Effective January 1, 2004, the federal privacy legislation requires that CANSW obtain each member's formal consent to collect, use or disclose personal information.

The renal social worker's name, business information (address, phone # and e-mail) are not protected by the privacy act. This is automatically provided to all CANSW members.

CANSW will not sell nor provide its membership list to external persons. All inquiries should go to the President of CANSW.

Advocacy on behalf of a CANSW member or financial assistance to a CANSW member will be kept confidential at the Executive level. Only non-identifiable information will be provided to the membership at large during CANSW business meetings.

All other information (education, committee work etc.) will be shared with the Executive and Regional Representatives, and to the Membership at large, as per consent on the membership form.

In order to protect a Member's personal information and right to privacy, CANSW will:

- Not collect, use or disclose personal information for any other purpose than those that we identify to the Members
- Safeguard any personal information to the best of CANSW's ability.

A CANSW member should contact the President of CANSW if he/she wishes:

- To review or alter personal information collected on the Membership application or financial assistance forms
- To withdraw consent to sharing the information we have on him/her
- To lodge a complaint about the CANSW Privacy Policy and how it is managed
- To pose any questions

***Only the CANSW Executive can distribute a membership list in accordance with the Privacy Policy

Policy #: 04

Subject: Financial Accountability and Reimbursement of Eligible Expenses

Reviewed and Revised: January 2022

CANSW Financial Accountability and Reimbursement of Eligible Expenses

CANSW recognizes that it must maintain financial accountability for all legitimate business-related expenses. CANSW also operates under the assumption that expenses are reasonable and efforts should be made to secure appropriate quotes from more than one vendor (e.g. when services are rendered by an external party). At no time will CANSW operate in a deficit position. The Treasurer will report an annual budget.

Legitimate expenses include the following:

- 1) Zoom monthly charges for Executive meetings, Conference Planning Committee calls, Nominating Committee calls, and other legitimate CANSW committee teleconference calls.
- 2) Zoom webinar costs and cloud storage costs for virtual events: conferences, webinars, and large meetings.
- 3) Annual General Conference expenses (e.g. Honorariums, speaker costs, supplies, printing, rental of equipment, etc.). Please note: the Treasurer is a standing member of the Conference Planning Committee and will ensure financial responsibility. The President must be kept advised and approve the budget.
- 4) CANSW Membership to other appropriate renal-related associations (e.g. NKF) as determined by CANSW Executive.
- 5) Additional liability insurance for conferences (if Executive feels it is necessary).
- 6) Approved financial assistance to CANSW members to attend the Annual General Conference (see policy 5).
- 7) Honorariums to Web-Based Administrators: Listserv moderator, social media co-ordinator, and CANSW “Voice” editor.
- 8) Other expenses as agreed upon by the Executive.

Policy #: 05

Subject: Financial Assistance to CANSW Members to attend Annual Conference and/or AGM

Reviewed and Revised: January 2022

CANSW recognizes that it may be financially difficult at times for members to attend the Annual Conference or AGM. The association would like to support members when fiscally able.

The following are the established criteria and process:

- 1) The applicant must be a CANSW member in good standing.
- 2) The applicant must submit:
 - a) A letter from their manager on hospital letterhead indicating which portion of the conference fees they are prepared to cover (conference fee, accommodation, transportation)
 - b) A personal letter indicating which amount he or she is prepared to assume, what other sources have been looked at, as well as the amount he or she is requesting from CANSW.
- 3) The written request must be submitted to the President who will discuss the request with the Executive. All information will be kept confidential.
- 4) All financial assistance provided by CANSW is with the understanding that it may not cover all expenses and that the member must be prepared to assume some costs personally.

5) The applicant must be prepared to demonstrate responsible financial management by seeking the most economical and viable options (e.g. seat sales for flights, submitting gas receipts instead of claiming mileage, or sharing of accommodations with another CANSW member).

6) Preference will be given to the Executive, Conference Planning Committee Members, and Regional Representatives who play a vital role in the AGM and the organization.

Policy#: 06

Subject: Use of CANSW listserv

Reviewed date and Revised: January November 2022

Use of CANSW Listserv

The CANSW listserv is a very important communication tool. It is a lifeline to many of our members working in isolation across the country so we must keep it working and keep it working well.

1) CANSW Executive will ensure that the listserv is maintained through updates and modifications as needed.

2) The listserv is only accessible to CANSW members.

3) All CANSW members shall respect guidelines for the use of the listserv. The Executive will address any situations in which it is felt a user has abused or misused the listserve. **Misuse or abuse** of the listserv may lead to suspension of listserve privileges.

4) A moderator will be assigned to facilitate access for new members as well address any issues/questions in regards to the use of the listserv.

5) Listserv etiquette information will be provided to all new members and will be posted on the listserv as needed to reinforce appropriate use.

Policy #: 07

Subject: CANSW Web-Based Administrators

Reviewed and Revised: January 2022

CANSW Web-Based Administrators

The CANSW listserv and website are important linkages for all members. Management and maintenance of the website and listserv are required to ensure efficient and relevant information is communicated to members of the public as well as the membership at large.

The CANSW Website has been updated using the WordPress platform. The maintenance and updating of the website is the responsibility of the CANSW executive.

The IT contractor who created the website for CANSW is on retainer, and may be contacted by the Listserv Moderator if/as needed as issues arise that are beyond the capabilities of the Executive to manage on the website.

Items which are updated annually after the AGM and as needed include: winners of the Jane Dicks and Mary Lou Karley Awards, members of the executive, webinar and conference info, welcome letters etc.

Minutes of the CANSW executive meetings, AGM, ad hoc committees, and regional meetings are posted on the website for one year under “current”, then moved to “archived”.

CANSW official documents: Constitution, Administrative Policies & Procedures, Standards, Scope of Practice and Staffing Guidelines, should be reviewed and updated regularly and as necessary.

Any changes to official documents found on the CANSW website, must be approved by the CANSW President prior to posting.

The following is an outline of the roles/tasks of the CANSW Web-Based Administrators:

1) CANSW Web-Based Administrator

The Listserv Moderator is responsible for the overall maintenance of the CANSW listserv. Duties include updating members, problem-solving on listserv issues, liaising with the treasurer, verifying listserv changes and liaising with the NKF (USA) who owns the technology. He/she must have a current membership with CANSW.

Remuneration:

Remuneration will be in the form of an Honorarium of \$125.00 EACH quarter. It will also include a CANSW annual membership. The listserv moderator will also receive a NKF membership, which may be revised by the Executive as required. The CANSW Executive will review the position every two years or as required.

The following is an outline of the role/tasks of the social media position

2) CANSW Web-Based Administrator

Social Media Co-ordinator's duties include: content review and updates, and promoting the website. Qualifications include: knowledge of website and WordPress; competency on the administration of social media applications; advancing the mission of CANSW via website and social media platforms (Facebook, Instagram, and Twitter). He/she must have a current membership with CANSW.

The Social Media Co-ordinator is also responsible for re-posting the CANSW blog in all of the social media platforms.

Remuneration:

Remuneration will be in the form of an Honorarium of \$125.00 EACH quarter. It will also include a CANSW annual membership. The CANSW Executive will review the position every two years or as required.

3) CANSW Web-Based Administrator

Editor for the CANSW “Voice” is responsible for writing, assigning and inviting article submissions, commissioning photography and other art, editing text and graphics, and recruiting additional volunteer assistance as required. He/she must have a current membership with CANSW.

The editor will also share the content with the social media co-ordinator so it can be re-posted to all of the social media platforms.

Remuneration:

Remuneration will be in the form of an Honorarium of \$125.00 EACH quarter. It will also include a CANSW annual membership. The CANSW Executive will review the position every two years or as required.

Policy #: 08

Subject: Budget for Regional Meetings

Reviewed and Revised: January 2022

Budget for Regional Meetings

To support the Regional Representatives in facilitating regional meetings on a regular basis (as determined by the region), CANSW is prepared to provide a small budget for coffee and incidentals.

1) The Regional Representative must approach the CANSW President for approval of fees for coffee and incidentals to a maximum of \$50.00 (up to 3 times per year). For any amounts greater than this, a request must be given to the President to forward to the Executive for consideration and approval.

2) Once approval has been received, the Regional Representative will submit receipts along with the reimbursement form to the CANSW Treasurer directly.

Policy #: 09

Subject: Nominating Committee Procedure

Reviewed and Revised: January 2022

Nominating Committee Procedure

To ensure a consistent approach in filling vacant CANSW Executive and Regional Representatives' positions, the following procedure is encouraged:

1) The CANSW Past-President will assemble a Nominating Subcommittee and preside as Chair. At least two other CANSW members (no Executive members) shall be on this committee.

2) The Nominating Committee will approach the general membership to seek nominations and interest for upcoming vacant positions. A formal call for nominations will go out via the listserv. This should occur at least two months prior to the Annual General Meeting.

- 3) The Regional Representatives should also be advised to encourage nominations from their regions.
- 4) All nominations will be forwarded to the Chair. These candidates will be contacted directly to ensure the member will allow his/her name to be brought forward as a proposed candidate for a vacancy.
- 5) The Chair will prepare a Nominating Committee report for the Annual General Meeting listing the nominated candidate. The Chair will also preside over the Election of Vacant Positions according to “Robert’s Rules of Order”.
- 6) At the Annual General Meeting, the Chair will announce each vacancy separately along with the nominated candidates for that vacancy. The Chair must announce three times “Are there any further nominations from the floor”, then, after the third time “if there are no further nominations, nominations are now closed”.
- 7) If only one candidate has been nominated, the Chair will declare that the nominee be elected by acclamation.
- 8) If there is more than one candidate, the Chair will provide each candidate an opportunity to give a brief verbal presentation regarding their interest in the vacancy. Voting shall be done by secret ballot by the membership present at the AGM. (Note: the Chair does not vote unless a tiebreaker is required). The Chair will announce the winner of the secret ballot.
- 9) The newly elected Executive will take office immediately after the AGM or at a later agreed upon date.

Policy #10

Subject: CANSW Awards

Reviewed and Revised: January 2022

CANSW presents two awards annually, one for significant achievements, and the other for mentorship within the profession of Nephrology in Canada.

Each year, three to four months prior to the Annual General Meeting, the **CANSW President** will send out a call to: the CANSW membership, and RD and pharm colleagues from the KFOC NPPPC, for nominations for the Jane Dicks and Mary Lou Karley Awards.

The CANSW executive will make the final decision regarding the presentation of the **Mary Lou Karley Mentorship Award**.

The award may be presented annually, but will not be awarded in a given year if the nominated candidates, in the opinion of the Executive, do not meet the level of achievement outlined in these guidelines. Any member in good standing with CANSW may nominate a candidate to the Executive for consideration.

A nomination shall include:

A description of the Nominee's achievements in the 3 areas described by the guidelines and the reasons(s) why, in the opinion of the nominating individual(s), the Mary Lou Karley Mentorship Award should be represented to this Nominee.

The CANSW Executive will make the final decision regarding the presentation of the **Jane Dicks Award**.

The award may be presented annually, but will not be awarded in a given year if the nominated candidates, in the opinion of the Executive, do not meet the level of achievement outlined in these guidelines. Any member in good standing with CANSW may nominate a candidate to the Executive for consideration.

A nomination shall include:

A description of the Nominee's achievements and contributions
A confirmation that the Nominee meets the required nomination guideline, and
And explanation as to why, in the opinion of the nominating individual(s), the Jane Dicks Award should be presented to this Nominee.

An individual may receive the Jane Dicks or Mary Lou Karley Award no more than one time.

These awards are given out at the Annual General Meeting. The winner shall receive: the plaqued award, a copy of the written nomination, a card of congratulations from the CANSW President, and a copy of the information about the award and its namesake. The CANSW President will also e-mail the winners' managers about the award, so that there may be a formal acknowledgment of the accomplishment in their programs.

A list of past winners may be found on the CANSW website at www.cansw.org, in the CANSW Awards section.

Policy #: 11

Subject: Recognition of Executive

Reviewed and Revised: January 2022

Recognition of Executive

CANSW recognizes the vital work of the Executive Office Members and their critical attendance at the Annual General Meeting. The volunteer hours required to properly manage the organization can be tremendous. Although there will be no remuneration of any Executive position, CANSW wishes to support the efforts of these key contributors through the following:

- 1) The Annual Conference Fee (where the AGM occurs) will be waived for the current President, Vice-President, Treasurer, Secretary, and Past President.
- 2) Regional Representatives are recognized as part of the Executive

Membership and conference fees will be waived (where the AGM occurs).

- 3) Any Executive Member requiring further financial assistance to attend the AGM will follow the process outlined for all members in Policy #5 - Financial Assistance to Attend the AGM.
- 4) CANSW will maintain financial accountability and will not operate in a deficit position. Financial responsibility supersedes the above policy.



Dear _____,

Welcome to CANSW!

It is my pleasure to welcome to you to this special organization. CANSW is an active community of nephrology social workers across Canada, coming together to support one other in providing excellent service to patients with Chronic Kidney Disease, and their families.

Chronic Kidney Disease is a complicated illness, affecting all aspects of a patient's life. When you start working in what you quickly realize is a very specialized field, it is often overwhelming. Being able to connect with a group of colleagues who are more than willing to share resources, expertise and knowledge, can be invaluable to you while you're developing your practice.

CANSW hosts an annual conference that is heavily subsidized for members, a national executive council that includes regional representation from each area of Canada, an annual general meeting for members, and an annual award ceremony acknowledging nephrology excellence and outstanding mentorship contributions.

Recently we also started hosting monthly webinars, free to CANSW members, on a variety of topics of interest to social workers across the country.

One of the most well-used and appreciated benefits of CANSW membership is access to our listserv, which is an excellent source of information and sharing of expertise among colleagues. Anyone can post a question or comment, and there will be a flurry of responses back, often the same day, with assistance for common issues or problems, for example: documents/forms, advocacy, immigration issues, travel information, and much more.

If you have any questions about the listserv, please contact Sarah Allen, Listserv Moderator, at: 705-728-9090 x 24616, Fax: 705-728-8396, or email allens@rvh.on.ca

The membership fee is only \$65 a year, and with this membership you will have access to the wealth of resources listed above. Members often comment that it is a fraction of what they pay for the annual registration fee to their College, and so much more valuable.

In order to connect you with other Nephrology social workers in _____, I am also copying this to your CANSW Regional Representative, _____. Please reach out to her if you have any questions or concerns.

Best wishes,

Corinne MacNab

Corinne MacNab, CANSW President

Tricia Hutton

Tricia Hutton, CANSW Vice President



Dear _____,

Welcome to the world of nephrology!

We would like to introduce you to the Canadian Association of Nephrology Social Workers (CANSW). CANSW is an active community of nephrology social workers across Canada, coming together to support one other in providing excellent service to patients with Chronic Kidney Disease, and their families.

Chronic Kidney Disease is a complicated illness, affecting all aspects of a patient's life. When you start working in what you quickly realize is a very specialized field, it is often overwhelming. Being able to connect with a group of colleagues who are more than willing to share resources, expertise and knowledge, can be invaluable to you while you're developing your practice.

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The membership fee is only \$65 a year, and with this membership you will have access to the wealth of resources listed above. Members often comment that it is a fraction of what they pay for the annual registration fee to their College, and so much more valuable.

Information on how to register for CANSW, and links to many other helpful resources can be found on the CANSW website: www.cansw.org.

We hope you will consider joining CANSW, and taking advantage of all the benefits and support available to you as a new renal social worker.

Best wishes,

Corinne MacNab

Tricia Hutton

Corinne MacNab, CANSW President

Tricia Hutton, CANSW Vice President