

APPENDIX # 4 Colleagues & Workplace

Introduction

Section 4 of the Standards of Practice sets standards related to both social work colleagues and colleagues from other disciplines and states that social workers must treat all with respect, integrity and courtesy and seek to understand differences in viewpoints and practice. This section also sets standards for social workers who supervise or consult and lays out the standards for social workers to establish clear relationship boundaries and clarify the nature and scope of the work to be done during the supervision/consultation.

<http://nscsw.org/practice/standards-of-practice/standard-four/>

Relevant Code of Ethics.

Value 1: Respect for the Inherent Dignity and Worth of Persons

Social work is founded on a long-standing commitment to respect the inherent dignity and individual worth of all persons. When required by law to override a client's wishes social workers take care to use minimum coercion required. Social workers recognize and respect the diversity of Canadian society, taking into account the breadth of differences that exist among individuals, families, groups, and communities. Social workers uphold the human rights of individuals and groups as expressed in The Canadian Charter of Rights and Freedoms (1982) and the United Nations Universal Declaration of Human Rights (1948).

Value 6: Competence in Professional Practice

Social workers respect a client's right to competent social work services. Social workers analyze the nature of social needs and problems, and encourage innovative, effective strategies and techniques to meet both new and existing needs and, where possible, contribute to the knowledge base of the profession. Social workers have a responsibility to maintain professional proficiency, to continually strive to increase their professional knowledge and skills, and to apply new knowledge in practice commensurate with their level of professional education, skill and competency, seeking consultation and supervision as appropriate.

Concepts Related to Standard

- Explore the importance and differences between multidisciplinary and interdisciplinary work in the field of social work practice.
- Formulate the role of the social work voice within interdisciplinary teams.
- Examine the role of power within interdisciplinary teams.

- Examine the role of power when supervising colleagues, candidate or students.
- Explore the role that social work students could play within your area of practice and how they can support client priorities while learning to be a professional social worker.
- Examine the role of professionalism in your area of service and define what professional practice looks like for you.
- Distinguish the role of social work management and how the Codes of Ethics and Standards of Practice inform management practices

Activity Examples

1. Through a collaborative conversation with your Mentor, build on both of your understanding of the system in which you practice, discuss, distinguish and analyse interdisciplinary social work practice.
 - Within your own practice, which concept between multidisciplinary and interdisciplinary you use the most, and explain how.
 - Within your area of practice, how the decisions are made in multidisciplinary and interdisciplinary team?
2. Read: Blake, Pamela (2010) Practice Notes: The Inter-professional Team – Asset or Encumbrance?
<https://www.ocswssw.org/wp-content/uploads/2015/01/PN-Inter-Professional-Team.pdf>
 - a. Through a discussion with your mentor explore the tensions in interdisciplinary practice. You are invited to reflect on the following questions
 - What role does power play on an interdisciplinary team?
 - What systems reinforce power dynamics within interdisciplinary teams?
 - What practices have you found effective in creating more equality within interdisciplinary teams?

Resources

1. MacDonald, A (2017) Chapter #15 The Ethical Professional: Regulation of Social Work in Canada. Spencer E; Massing, D & Gough, J (2017) Social Work Ethics; Progressive, Practical, and Relational Approaches; Oxford Press.
2. Blake, Pamela (2010) Practice Notes: The Inter-professional Team – Asset or Encumbrance?
<https://www.ocswssw.org/wp-content/uploads/2015/01/PN-Inter-Professional-Team.pdf>
3. Ferguson, M. (2014); Multidisciplinary vs. Interdisciplinary Teamwork: Becoming a More Effective Practitioner <https://www.socialworkhelper.com/2014/01/14/multidisciplinary-vs-interdisciplinary-teamwork-becoming-effective-practitioner/>

