

## Update on Progressive Fee Schedule

### *AGM 2019 Motion*

To amend Schedule “A” section 4(a) to, “the annual registration fee or renewal fee for active members for the year 2020 will be \$440.00 prorated quarterly for new applicants and new graduates” with the goal of Council to identify solutions for fee equity to be reported back by next year’s AGM.

### *Actions Taken*

1. Environmental scan of fee structures for other Jurisdictions.
  - a) All jurisdictions generally have these categories of fees:
    - i. Practicing Members.
    - ii. Clinical/Private Practice Fee.
    - iii. Non-Practicing Members.
    - iv. Temporary Authorized Members.
    - v. Student Members.
  - b) Depending on renewal period their prorated fees for when members are registered.
  - c) There are three jurisdictions who have a new graduate fee.
    - British Columbia
    - Manitoba
    - Nova Scotia
  - d) There are currently no jurisdictions that have fee schedules based on income or service area.
2. Identified current challenges with creating a more progressive fee structure
  - Lack of reliable data on areas of employment for social workers, unable to determine impact of changes to revenues.
  - Intrusiveness of determining fee based on income.
  - Lack of administrative capacity during renewals to assess each renewal request and apply fees.

3. Initial determination:

- The NSCSW has one of the more progressive fee schedules in Canada as it both prorates news application and has a new graduate fee.

4. Further Actions Taken:

- 2021 renewal created an updated employment section in the database to capture more reliable data on areas of employment.
- Data still needs some clean up, but creates a potential baseline for analysis of fee reductions in community sector of social worker
- Reorganization of staff position occurred in 2021, providing more administrative capacity for renewals, potentially allowing more capacity for admin support during renewals.

*The college will assess work load capacity of new organizational structure during renewals and continue to clean up employment data and assess if further action on progressive fee schedules is possible.*