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- performance reviews, professional development and reclassifications
 - confidentiality
 - conflict of interest
 - employee rights (reporting protocols, grievance procedures, termination)
2. **Entry Qualifications for Child Protection Workers** – Persons hired or retained to do front-line child protection work must meet one of two entry qualification levels: Field Staff 1 (FS1) or Field Staff 2 (FS2). These levels apply to persons (incumbents), not to jobs (positions). FS1 and FS2 applicants are hired to the same position level and are therefore not subject to different work assignment criteria. However, persons with FS1 entry qualifications are considered only if there are no applicants who meet FS2 entry qualifications and who can perform the duties of the job. Persons hired with FS1 entry qualifications commit in writing to an education and training plan (see Standard 8 below) that will lead to a FS2 designation.
3. **Field Staff 2 (FS2) Designation** – An agency must not designate a person hired to do front-line child protection work as an FS2 unless the person meets one of the following criteria:
- Bachelor of Social Work degree from an accredited university
 - Master of Social Work degree from an accredited university
 - completed Pre-Master in Social Work from an accredited university
 - related social services degree from an accredited university plus two years social service experience
 - post-secondary diploma in a related field plus three years direct child welfare experience
 - post-secondary certificate in a related field plus five years direct child welfare experience
 - Grade 12 diploma plus ten years direct child welfare experience

Direct child welfare experience is calculated as one year for one year of front line child protection work and one year for two years of all other social services related employment.