

**The Board of Registration For Social Workers in British Columbia
In the matter of the *Social Workers Act*
and a hearing concerning**

[REDACTED]
Applicant

Decision of the Hearing Panel

Hearing date: September 17, 2005

Panel: Raymond Chapman RSW
Sherry Baker
James Campbell RSW
Sharon Coates
Darlynn Gehring RSW
Deborah Jones RSW
Anne Lindsay RSW
Bessie Yellowback RSW

Background

1. [REDACTED] applied for registration on May 26, 2004. The application was reviewed by the Deputy Registrar and forwarded on to the registration committee. After reviewing the application, transcripts and written materials, the registration committee was left with concerns about whether or not [REDACTED] satisfied the requirements for registration.
2. The purpose of the hearing is to determine if [REDACTED] has satisfied the requirements for registration in accordance with Rule 35(2). Section 35 states:
 - (1) For the purposes of section 4 of the *Act*, the requirements for full registration are
 - (a) graduation from an academic program approved by the board.
 - (i) has been granted a bachelor's, master's, or doctoral degree in social work, and provided such degree is granted by a university, college or other educational institution that is acceptable to the board; or
 - (ii) has been granted a degree or certificate deemed by the board to be equivalent to an undergraduate or postgraduate bachelor's, master's, or doctoral degree in social work, and provided such a degree or certificate is granted by a university, college, or other educational institution that is acceptable to the board; or
 - (iii) has been granted status as a "registered social worker" or "professional social worker" in another jurisdiction, provided that the standards for registration of such status in that jurisdiction are not less than the minimum standards prescribed in this rule.
 - (b) successful completion of the examinations required by the registration committee.

(c) a minimum of 700 hours of social work experience through a combination of practica, internship, and work experience supervised by a social worker satisfactory to the board.

(d) evidence satisfactory to the board of the good character of the person consistent with the responsibilities of a registrant and the standards expected of a registrant, and

(e) receipt by the registrar of

(i) a signed application for full registration in a form approved by the registration committee,

(ii) the application fee approved by the board,

(iii) a notarized copy, or evidence satisfactory to the board of his or her degree or evidence that he or she is the person named therein,

(iv) a statutory declaration in Form 1,

(v) required fees for registration,

(vi) a signed criminal record check authorization form and other criminal record checks acceptable to the board.

(2) An applicant who does not meet the requirements established in subrule (1) may be granted full registration by the board where the applicant

(a) has a minimum of a baccalaureate degree in a related field and a combination of knowledge, skills and abilities which are, in the opinion of the registration committee, substantially equivalent to the requirements established in subrules (1)(a) and (c),

(b) has successfully completed the examinations and any upgrading programs required by the registration committee, and

(c) meets the requirements set out in subrules (1)(d) and (e).

3. In the result, the Board must in this hearing decide whether the applicant.

a. Holds a minimum of a baccalaureate degree in a related field,

b. Has a combination of knowledge skills and abilities which are substantially equivalent to the requirements set out in section 35(1)(a) to (c) (which relate to education, testing and practical experience)

c. Is of good character consistent with the responsibilities of a registrant and the standards expected of him or her.

Preliminary matters agreed to

The Board of Registration For Social Workers in British Columbia and [REDACTED] agreed to the following matters:

1. [REDACTED] chose to proceed without legal counsel.
2. The Registration Committee was represented by legal counsel, Mr. Norman Wexler.
3. Exhibit one, Volume one was entered into evidence for this hearing.
4. The hearing was conducted under the Rules of the Board of Registration For Social Workers in British Columbia as revised on March 18, 2005.

Position of the Registration Committee of the Board of Registration For Social Workers in British Columbia

The Registration Committee of the Board of Registration For Social Workers in British Columbia (BRSW) position stated:

1. That the onus and burden of proof is on [REDACTED] to satisfy the Board on the requirements for registration as per Rule 31 (1).
2. That the Registration Committee of the Board has no position on whether the degrees [REDACTED] has obtained constitute a degree in a related field.
3. That included in Volume one are [REDACTED] transcripts for [REDACTED] Bachelor of Arts Degree in Biblical Studies from [REDACTED] University, [REDACTED] Master of Theological Studies from [REDACTED] College and [REDACTED] Master of Arts Degree in Marriage, Family and Child Counselling from [REDACTED].
4. That to obtain substantial equivalency [REDACTED] combination of knowledge, skills and abilities must equate to the curriculum in all the core subjects of a bachelor of social work degree.
5. That [REDACTED] combination of knowledge, skills and abilities do not meet the level of substantial equivalence for the following reasons:
 - That [REDACTED] has no formal social work education and therefore no social work theory courses.
 - That [REDACTED] has minimal experience with social work programs and policy.
 - That [REDACTED] has taken counselling courses, however only in a Biblical framework.
 - That [REDACTED] experience is primarily clinical and [REDACTED] lacks community development experience.
 - That [REDACTED] has an impressive, but specialized area of practice, and that the competencies for social work is for generalist social work practice

Position of [REDACTED]

[REDACTED] position stated:

1. That [REDACTED] Bachelor's degree is not a social work degree, but included coursework in child development, human development and counselling for twenty seven units, with a minor in English, history and philosophy.
2. That [REDACTED] Masters degree in Marriage, Family and Child Counselling includes extensive counselling courses.
3. That [REDACTED] completed a practicum of 400 to 500 hours in three settings, [REDACTED] working with students and their families. The practicum included personal therapy and both group and individual supervision.
4. That [REDACTED] acknowledges [REDACTED] background in social work history and policy is weaker.
5. That [REDACTED] is recognized under the [REDACTED] Counselling Association guidelines and has been accepted under [REDACTED] licensure board for counselors.
6. That [REDACTED] supervised a college practicum student in [REDACTED] work setting two years ago.
7. That [REDACTED] is pursuing registration to work in the adoption field. [REDACTED] is currently working as a therapist.
8. That social work education does not include training in the area of adoption.
9. That [REDACTED] has been recognized in the province of [REDACTED] as a qualified person to work in the field of adoption.
10. That [REDACTED] experience includes extensive experience working in the adoption field in [REDACTED] and recent experience working with the [REDACTED] Association in BC.
11. That [REDACTED] did receive a letter from the registration committee stating [REDACTED] had a degree in a related field.
12. That [REDACTED] professional development includes presenting at three major international adoption conferences and other workshops in the adoption field.
13. That [REDACTED] educational degrees had the dual responsibility to meet both the religious influence criteria as well as all professional perspectives.
14. That [REDACTED] experience includes working in secular agency settings.
15. That [REDACTED] does specialize in the adoption field, but [REDACTED] has two years experience in community living services work from 1991 to 1993 and one year experience as an in-home family counselor.
16. That [REDACTED] consults with [REDACTED] a social worker with experience in residential treatment and employee assistance programs.
17. That [REDACTED] work experience includes working as an adoption agency representative in [REDACTED] and that [REDACTED] worked with one to two hundred families and completed about one hundred home studies. That [REDACTED] also led groups for waiting families, moms and tots groups and promotion work in the area of adoption.
18. That [REDACTED] consulted in the development of an adoption documentary and an adoption brochure.
19. That [REDACTED] adopted a child in [REDACTED] [REDACTED] years ago and lives with adoption issues including the issues associated with trans-racial adoption.

20. That [REDACTED] does have experience in public policy having attended meetings in [REDACTED] regarding changes to child welfare legislation, lobbying for tax credits for adoptive families and lobbying with the immigration department for changes to immigration policies for adoptive families.
21. That [REDACTED] has both a general and specialized experience in [REDACTED] professional practice.
22. [REDACTED] stated a willingness to take some courses if necessary.

Analysis

1. The hearing panel recognizes a degree in a related field based on significant overlap in the curriculum in the formal coursework completed by [REDACTED] with the core curriculum items in a Bachelor of Social Work degree as established by the Canadian Association of Schools of Social Work.
2. The hearing panel recognizes substantial equivalency based on an evaluation of the applicant's knowledge, skills and abilities that is equal to the core curriculum items in a Bachelor of Social Work degree as established by the Canadian Association of Social Workers.
3. The hearing panel considered information in Exhibit one as well as the testimony presented during the hearing to determine if [REDACTED] has a degree in a related field.
4. The hearing panel decided that [REDACTED] formal coursework did include significant coverage of the Core Curriculum in a Bachelor of Social Work Degree as Established by the Canadian Association of Schools of Social Work in the areas of Human Behavior and Development and Research. In the area of Social Welfare and Social Policy, [REDACTED] course work covers the area of social problems, but was lacking in any basic course work in Canadian social work and social welfare history and social policy. In the area of Social Work theory [REDACTED] coursework includes extensive coverage of the theory regarding clinical practice, but was lacking in a general social work theoretical perspective. In the area of Social Work practice [REDACTED] coursework includes extensive coverage of clinical practice, but was lacking in social work's origins, purposes and practices.
5. [REDACTED] coursework does not include any courses in social work, but does include overlap with the Core Curriculum in a Bachelor of Social Work Degree as Established by the Canadian Association of Schools of Social Work in each of the five areas.
6. The hearing panel recognizes the difficulty in completing a detailed assessment of skills and abilities. In reviewing [REDACTED] extensive experience and accomplishments, the Board feels [REDACTED] does not have equivalency in the area of knowledge of Canadian social work and social welfare history and social policy as well as knowledge of the theoretical and conceptual bases of social work practice.
7. [REDACTED] has extensive professional experience well above the minimum of 700 hours of social work experience through a combination of practica,

internship, and work experience supervised by a social worker satisfactory to the board (Rule 35.(1)(c)).

8. Based on the excellent references [REDACTED] submitted, [REDACTED] has satisfied the board of good character consistent with the responsibilities and standards expected of a registrant.
9. In assessing [REDACTED] knowledge, skills and abilities the Board would be supportive of a proposal from [REDACTED] to apply for limited registration while completing two social work courses to cover the two core areas of knowledge of Canadian social work and social welfare history, social policy and the theoretical and conceptual bases of social work practice. Courses such as Social Work 200a and 200b would meet this requirement, but given [REDACTED] knowledge and experience, upper level courses may be more appropriate if they are available.

Conclusion

The hearing panel decided that [REDACTED] has not satisfied the requirements for registration in accordance with Rule 35. (2) at this time, but [REDACTED] combination of knowledge, skills and abilities would meet substantial equivalency if [REDACTED] completed two social work courses covering the areas of knowledge of Canadian social work and social welfare history, social policy and the theoretical and conceptual bases of social work practice.



Ray Chapman, MSW, RSW

Chair

On Behalf of the Board of Registration For Social Workers

October 26, 2005