

**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 December 4, 2004. The application was reviewed by the Deputy Registrar and forwarded 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. 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. ██████████ requested in writing on June 2, 2005 that ██████ application appeal be heard in ██████ absence. ██████ request was granted on June 22, 2005 by Ray Chapman, the Board chair.
2. ██████████ chose to proceed without lay-counsel and without legal counsel.
3. The Registration Committee was represented by legal counsel, Mr. Norman Wexler.
4. Exhibit one, Volume one, contains documentary information submitted to the Board by ██████████ concerning ██████ application, and was entered into evidence for this hearing.
5. 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 that:

1. The onus and burden of proof that ██████████ has satisfied the requirements for registration is on ██████████ as per Rule 31 (1).
2. The Registration Committee of the Board has no position on whether the degree ██████████ obtained constitutes a degree in a related field.
3. A Bachelor of Arts degree specifically related to social work is a threshold to be met in order to register under substantial equivalence as per Rule 35 (2)(a).
4. ██████████ has no formal education in social work and no formal courses in the areas of social welfare and policy, social work theory and social work practice.
5. ██████████ continuing education courses do not include formal testing or evaluation.
6. ██████████ professional experience is specialized and lacks a broad based experience in social work.

### **Position of ██████████**

1. ██████████ was not present at the hearing. ██████ written submission is included in exhibit one.
2. ██████████ submitted three supportive references, a summary of ██████ work experience, verification of ██████ BA degree in psychology, and a portfolio of ██████ continuing education courses and books in the social work field that ██████ has read.
3. ██████████ practice experience assessment, a supplement to ██████ application, was submitted by ██████ supervisor.
4. ██████████ submitted that ██████ combination of a degree in a related field, ongoing continuing education and work experience is evidence of substantial equivalency to a social work degree.

## 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 an applicant 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 an 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 Schools of Social Work.
3. The hearing panel considered information in Exhibit one to determine if [REDACTED] has a degree in a related field.
4. The hearing panel noted that [REDACTED] courses in his Bachelor of Arts Degree from the University [REDACTED] do not include content with overlap in four of the five core curriculum areas as established by the Canadian Association of Schools of Social Work for a Bachelor of Social Work Degree. These areas are social work theory; social welfare and policy; social work practice, human behavior and development.
5. The hearing panel notes that in 1985, [REDACTED] enrolled in two social work courses: Introduction to Social Work Practice and Introduction to Social Welfare in Canada, but did not complete these courses.
6. The hearing panel noted that [REDACTED] has courses in research that equate to Area Five of the curriculum as established by the Canadian Association of Schools of Social Work for a Bachelor of Social Work Degree: *Ability to undertake systematic inquiry and critical evaluation related to social work knowledge and practice.*
7. The hearing panel determined that [REDACTED] coursework did not include significant overlap of the core curriculum in a Bachelor of Social Work Degree as established by the Canadian Association of Schools of Social Work, and therefore [REDACTED] degree is not considered to be in a related field.
8. The hearing panel considered [REDACTED] combination of knowledge, skills and abilities based on [REDACTED] submission of an annotated bibliography of books [REDACTED] has read; continuing education courses [REDACTED] attended; and a summary of [REDACTED] work experience related to the curriculum areas established by the Canadian Association of Schools of Social Work for a Bachelor of Social Work Degree.
9. The hearing panel determined that the self-directed learning has no objective measure of [REDACTED] degree of knowledge gained from these experiences. Therefore, the panel determined that [REDACTED] combination of knowledge, skills and abilities does not meet the level of substantial equivalence.
10. [REDACTED]. [REDACTED] has professional experience well above the minimum of 700 hours of social work experience through work experience supervised by a social worker satisfactory to the board (Rule 35.(1)(c)).

11. Based on the references [REDACTED] submitted, [REDACTED] has satisfied the board of good character consistent with the responsibilities and standards expected of a registrant.

### **Conclusion**

The panel determined that [REDACTED] has not satisfied the requirements for registration in accordance with Rule 35. (2). While [REDACTED] satisfies the requirements of supervised professional experience (Rule 35.(1)(c)) and the requirement of evidence satisfactory to the Board of good character (Rule 35.(1) (d), [REDACTED] combination of knowledge, skills and abilities are not substantially equivalent because the curriculum of his Bachelor of Arts degree does not significantly overlap with the core curriculum of a Bachelor of Social Work degree as established by the Canadian Association of Schools of Social Work. Therefore, [REDACTED] does not have a degree in a related field.



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Ray Chapman, MSW, RSW  
Chair

On Behalf of the Board of Registration For Social Workers  
November 8, 2005