

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

██████████
Applicant

Decision of the Hearing Panel

Hearing date: December 2, 2005

Panel: Raymond Chapman RSW
Sherry Baker
James Campbell RSW
Darlynn Gehring RSW
Deborah Jones RSW
Fran Grunberg RSW
Bessie Yellowback RSW

Background

1. ██████████ applied for registration on February 14, 2005. 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 ██████████ satisfied the requirements for registration.
2. The purpose of the hearing is to determine if ██████████ 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 the 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 her 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 the 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) and (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] requested in writing on November 30, 2005 that [REDACTED] application appeal be heard in [REDACTED] absence. [REDACTED] request was granted on December 1, 2005 by Ray Chapman, the Board chair.

2. [REDACTED] and the Registration Committee chose to proceed without legal counsel.
3. Exhibit one, Volume one, contains documentary information submitted to the Board by [REDACTED] concerning [REDACTED] application, and was entered into evidence for the hearing.
4. Exhibit two is the letter dated November 30, 2005 submitted to the Board by [REDACTED] [REDACTED] requesting that [REDACTED] application appeal be heard in [REDACTED] absence and the letter dated December 1, 2005 from Ray Chapman, the Board chair, granting the request.

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 Registration Committee of the Board found in their review that the degree [REDACTED] obtained constitutes a degree in a related field.
2. The Registration Committee of the Board is concerned about whether or not [REDACTED] [REDACTED] has demonstrated a combination of knowledge, skills and abilities which are substantially equivalent to the requirements established in subrule 35 (1) (a).
3. The Registration Committee of the Board is concerned about whether or not [REDACTED] [REDACTED] has demonstrated [REDACTED] completed 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 as required in subrule 35 (1) (c).

Position of [REDACTED]

1. [REDACTED] was not present at the hearing. [REDACTED] written submission is included in exhibit one.
2. [REDACTED] submitted two supportive references, a summary of [REDACTED] work experience, verification of [REDACTED] bachelor degree in child and youth care and other college and university course work [REDACTED] completed.
3. [REDACTED] practice experience assessment, a supplement to [REDACTED] application, was submitted by [REDACTED] supervisor.
4. [REDACTED] submitted an outline of how [REDACTED] college and university course work covered the core curriculum topics established by the Canadian Association of Schools of Social Work.
5. [REDACTED] submitted that [REDACTED] 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 documentary evidence in Exhibit one to determine if [REDACTED] has a degree in a related field.
4. The hearing panel noted that [REDACTED] courses in her Bachelor of Arts Degree in Child and Youth Care from the [REDACTED] and other college and university courses did include significant overlap in the areas of *Human Behavior and Development* and *Research* with the Core Curriculum in a Bachelor of Social Work Degree as established by the Canadian Association of Schools of Social Work. In the area of *Social Welfare and Social Policy*, [REDACTED] [REDACTED] course work is only at an introductory level. In the area of *Social Work Theory* [REDACTED], coursework includes coverage of the theory regarding primarily clinical practice and was lacking in a social work theoretical perspective. In the area of *Social Work Practice* [REDACTED] coursework includes coverage of clinical practice, but was lacking in a social work theoretical perspective and coverage of social work's origins, purposes and practices.
5. [REDACTED] coursework only includes two very introductory courses in social work.
6. The hearing panel determined that [REDACTED] coursework did 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 considered to be in a related field.
7. [REDACTED] professional post degree experience is in the field of addictions with an emphasis on harm reduction in a general social services program and [REDACTED] is not supervised in this position by a social worker. [REDACTED] was supervised by a social worker when [REDACTED] worked in a child care worker role prior to [REDACTED] degree. The hearing panel does not recognize this combination as meeting 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)).
8. The hearing panel recognizes the difficulty in completing a detailed assessment of skills and abilities. In reviewing [REDACTED] knowledge, skills and abilities, the Board feels [REDACTED] does not have substantial equivalency in the areas of *Social Welfare and Social Policy*, *Social Work Theory* and *Social Work Practice*.
9. 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). [REDACTED] satisfies the requirements of a degree in a related field. [REDACTED] meets the requirement of evidence satisfactory to the Board of good character as required in Rule 35. (1) (d). [REDACTED] has not met the standard of a combination of knowledge, skills and abilities substantially equivalent to the requirements established in Rule 35. (2) (a). Specifically, [REDACTED] does not satisfy the minimum of 700 hours of social work experience through work experience supervised by a social worker satisfactory to the board and substantial equivalency to the contents of the core curriculum of a Bachelor of Social Work degree as established by the Canadian Association of Schools of Social Work.

Ray Chapman, MSW, RSW

Chair

On Behalf of the Board of Registration For Social Workers

December 13, 2005