

**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:** February 10, 2006

**Panel:** Raymond Chapman RSW  
Sherry Baker MA  
James Campbell RSW  
Darlynn Gehring RSW  
Deborah Jones RSW  
Fran Grunberg RSW  
Bessie Yellowback RSW  
Brigitte Wagner-Yates, RSW

**Background**

1. [REDACTED] applied for registration on December 14, 2003. 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 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. The hearing regarding [REDACTED] application was originally scheduled for September 17, 2005, but was rescheduled at [REDACTED] request.

2. [REDACTED] and the Registration Committee chose to proceed without legal counsel.
3. [REDACTED] expressed some concern with the length of time it has taken to reach a decision on [REDACTED] application.
4. Exhibit one, Volume one, contains documentary information submitted to the Board by [REDACTED] concerning [REDACTED] application, and was entered into evidence for the hearing.

### **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] 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 specifically if [REDACTED] has demonstrated substantial equivalency in the areas of social work theory and social work practice. In these areas the committee recognized that [REDACTED] had knowledge at an introductory level, and a higher level of knowledge in family violence, child protection and fetal-alcohol syndrome, but they do not see evidence of an understanding of social work theory and its application in a generalist social work framework. The committee noted [REDACTED] had not completed any courses in social work theory.
4. The Registration Committee of the Board found in their review that [REDACTED] has demonstrated that [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] explained [REDACTED] is a professor and teaches Social Work 200 and Social Work 201 and that if [REDACTED] can train others [REDACTED] knows how to do social work.
2. [REDACTED] stated these social work courses are transferable to UBC.
3. [REDACTED] gave samples of books [REDACTED] had read, including; Intimate Violence in Families by Richard Gelles (1997), Woman Abuse by Walter DeKeserdy.(1991), Law for Social Workers – A Canadian Guide by Elaine Vayda and Mary Sutterfield (1998), The Child in the Family by Jay Belsky (1994) Labeling Madness by Thomas Scheff. Family Violence by AE Sadler, Editor (1996); Taking Sides: Clashing Views on Controversial Issues in Family and Personal Relationships by G. Bird, MJ Sporkowski (1994) and No Way to Live by Sheila Baxter (1933)

4. ██████ shared ██████ major area of study in fetal alcohol spectrum disorder and the research ██████ is doing in this area toward a doctorate degree in Educational Psychology.
5. ██████ explained the process of how ██████ was grand parented into registration in another province. ██████ had been working in a government position for six years and therefore qualified to be registered when ██████ completed social work 217, a social work ethics course.
6. ██████ presented the explanation that ██████ knowledge of social work theory is embedded in ██████ learning.
7. To document ██████ knowledge in social work, ██████ submitted the following exhibits:
  - Exhibit 2 – the syllabus for Social Work 217, Ethics and Values for Social Work
  - Exhibit 3 – ██████ unofficial course record from the University of ██████ with courses related to communication, critical thinking and research highlighted.
  - Exhibit 4 – PowerPoint handouts developed by ██████ for ██████ teaching.
  - Exhibit 5 – Unpublished papers titled Social Work with Children and Youth, Social Work with Individuals, Groups and Communities and Social Work with Women,
  - Exhibit 6 – A PowerPoint handouts developed by ██████ titled Ethics and the Job of Social Workers
  - Exhibit 7 – A PowerPoint handouts developed by ██████ titled What is the Welfare State
  - Exhibit 8 – A PowerPoint handouts developed by ██████ titled Income Security and Social Welfare
  - Exhibit 9 – Lecture notes developed by ██████ titled The History of Social Work
  - Exhibit 10 – Lecture notes developed by ██████ for Psychology 101, titled Development over the Lifespan
  - Exhibit 11 – A manual for Sexual Abuse Training revised September 1999.
  - Exhibit 12 – A book titled Court Procedures Training Manual produced by Alberta Family and Social Services 1989.
  - Exhibit 13 – A book titled An Investigators Manual for Investigating Child Sexual Abuse by Lynn Olivier MSW and Cpl. Craig Smith 1988.
  - Exhibit 14 – A binder titled Teaching Students with Emotional Disorders by the Western Consortium for Special Education September 1998.
  - Exhibit 15 – A binder of training material for Child Protective Services undated.
8. ██████ 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 evaluates if a degree is 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 evaluates 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 to determine if [REDACTED] has a degree in a related field.
4. The hearing panel noted that [REDACTED] courses in [REDACTED] Bachelor of Arts Degree in Sociology and [REDACTED] Masters of Arts Degree in Political Sociology from [REDACTED] University, combined with [REDACTED] three preliminary courses in Social Work 200, 201 and 217, as well as other completed course work 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
5. The hearing panel noted that in the areas of *Social Welfare and Social Policy*, *Social Work Theory* and *Social Work Practice*, [REDACTED] course work is only at an introductory level.
6. The hearing panel determined that [REDACTED] coursework does not include significant overlap of the core curriculum in the areas of *Social Welfare and Social Policy*, *Social Work Theory* and *Social Work Practice* with the core curriculum in a Bachelor of Social Work Degree as established by the Canadian Association of Schools of Social Work. Therefore the hearing panel determined that [REDACTED] degree is not in a related field.
7. [REDACTED] professional post degree experience in the field of child welfare meets 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 determined that [REDACTED] does have substantial equivalency in the three areas of *Human Behavior and Development*, *Research* and *Social Welfare and Social Policy*.
9. In reviewing [REDACTED] knowledge, skills and abilities, the Board determined that [REDACTED] does not have substantial equivalency in the areas of *Social Work Theory* and *Social Work Practice*.
10. 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

██████ meets the requirement of evidence satisfactory to the Board of good character as required in Rule 35. (1) (d). ██████ does meet the minimum of 700 hours of social work experience through work experience supervised by a social worker satisfactory to the board. The panel determined however, that ██████ has not satisfied the requirements for registration in accordance with Rule 35. (2). ██████ has not met the requirements of a degree in a related field. While ██████ has extensive field experience, ██████ has only limited education in social work theory and has not demonstrated to the board the application of theory in practice. The panel determined that ██████ teaching introductory courses in social work is not evidence in itself that ██████ has a good foundation in social work theory and the application of social work theory in practice. For these reasons, ██████ has not met the standard of a combination of knowledge, skills and abilities substantially equivalent to the requirements established in Rule 35. (2) (a).



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Ray Chapman, MSW, RSW

Chair

On Behalf of the Board of Registration For Social Workers

March 9, 2006