



**BOARD OF REGISTRATION FOR SOCIAL WORKERS  
in British Columbia**



# **ANNUAL REPORT 2006**

**Board of Registration for Social Workers  
British Columbia**

**2006 ANNUAL REPORT**

**Chair's Report:**

2006 has been a very busy year for the Board. We have been working with the Ministry of Children and Family Development in drafting the new *Social Workers Act* and regulations and are on schedule for the new legislation to go forward in the next year. This legislation is long overdue and will bring the regulation of social work into the twenty-first century.

Over the past year we have been working with the other provincial regulators across Canada to negotiate a Mutual Regulation Agreement (MRA). Social workers are one of the few remaining professional groups not to have signed an agreement under the Agreement on Internal Trade. This has been a difficult process as social work regulations vary across Canada. We have developed an agreement that will be signed by each of the provinces early in 2007. The new MRA will allow registered social workers with a social work degree to easily move to another province and be registered in the new jurisdiction. For those few registered social workers that do not have a social work degree, the agreement will establish accommodations that will allow them to move across Canada as registered social workers.

BC and Alberta recently signed the Trade, Investment and Labour Mobility Agreement (TILMA) that goes beyond the Agreement on Internal Trade in allowing professionals approved to practice in one province to work in the other province. BC and Alberta have significant differences in their legislation regulating social workers, and this will have implications for registered social workers in both provinces. We have begun studying this new agreement and established a process for negotiating with Alberta.

Six years ago I agreed to put my name forward to volunteer with the Board, and shortly after joining, I agreed to be the Chair. It has been a valuable and cherished volunteer experience for me. I have thoroughly enjoyed working closely with our very capable staff at the BRSW and many selfless and caring volunteer Board members. I will carry these valued relationships with me as I work on new projects. I decided to step down as a Board member as 2006 came to a close. This was a difficult decision to make, but I had reached one of those points where there are too many projects and activities in my professional life and changes had to be made. Someone recently asked me what I was going to do with my free time and I laughed because even after reducing my commitments for 2007, I am finding there is still no free time. I want to give a final thanks to everyone who has helped and worked with me on the Board. I encourage anyone looking to get involved to consider volunteering with the BRSW. It is a rewarding experience.

Ray Chapman, RSW  
Chair

**MEMBERS OF THE BOARD**

**Ray Chapman, RSW, Chair**  
Instructor, Douglas College  
& private practice

**Sherry Baker**  
Public member

**Sharon Coates**  
Public member

**Jim Campbell, RSW**  
**clinical**  
Regional Director,  
Tertiary Mental Health & Addiction Services  
Interior Health Authority

**Darlynn Gehring, RSW**  
**clinical**  
Practice Coordinator/Social Worker,  
Vancouver Hospital & Health Sciences Centre

**Fran Grunberg, RSW**  
Instructor, Langara College

**Elaine Halsall, RSW**  
**clinical**  
Social worker  
Queen Alexandra Centre for Children's Health

**Debby Jones, RSW**  
**clinical**  
Team Coordinator,  
Queen Alexandra Centre for Children's Health

**Brigitte Wagner-Yates, RSW**  
Counsellor  
Community Health Programs  
Interior Health Authority

**Rosalie Walls, RSW**  
Private Practice

**Brad Watson, RSW**  
Prevention Programs Manager  
Surrey Community Services Society

**Bessie Yellowback, RSW**  
Social Worker,  
Central Interior Native Health Centre

**Executive:**

Ray Chapman (Chair), Debby Jones (Vice-Chair), Brad Watson (Secretary-Treasurer)

The Lieutenant Governor in Council appoints individuals to the Board of Registration on an annual basis pursuant to the provisions of the *Social Workers Act, R.S.B.C. 1996*. The Act provides for a Board of 10 to 12 members, two of whom are public representatives, while the rest are Registered Social Workers. The *Social Workers Act* and Rules define the responsibilities, powers and processes of the Board of Registration.

**Staff:**

Susan Irwin, RSW (Registrar), Sheila Begg, RSW (Deputy Registrar), Gisèle Dubeau (Office Manager)

## YEAR IN REVIEW

The Board is grateful to the many Registered Social Workers who contributed to the Board in 2006 by serving on committees with Board members, responding to the consultation requests on social work practice issues, and providing advice in a variety of related areas of interest to the Board.

### **Registration**

**Committee:** Brad Watson (Chair), Darlynn Gehring, Elaine Halsall

The Registration Committee has two functions: one is to review applications for registration for which concerns have been identified by the Registrar or Deputy Registrar. The Registration Committee may approve such applications or refer them to a hearing panel of the Board, if the Committee also has concerns.

The other responsibility is to develop and monitor policy regarding registration issues. The overriding concern throughout 2006 was how to determine whether an applicant without a degree in social work has demonstrated knowledge, skills, and abilities “substantially equivalent” to those obtained through a degree. The Registration Committee continues to work on developing guidelines for this process.

Clinical registration was fully implemented in 2006 with the first sittings of the exam. This experience presented new challenges to both staff and candidates, but achieved a successful outcome. The pass rate for first-time candidates was excellent, although not statistically valid as our numbers are small. Altogether 44 social workers were registered in the clinical category this year.

### **Private Practice**

**Committee:** Darlynn Gehring (Chair), Linda McDonald, Jim Pawson, Rosalie Walls, Jim Campbell

The Private Practice Committee recommended approval of 4 new applicants for inclusion in the Private Practice Roster. They also completed the four year reviews of 51 Registered Social Workers currently on the Roster.

They engaged in a review of the issues arising from a previous decision of the Board to phase out the Private Practice Roster once the clinical registration category was well-established. They continue to have an active role in this ongoing review by the Board.

A total of 225 Registered Social Workers were approved for Private Practice as of Dec. 31, 2006. This Roster is available on-line at [www.brsw.bc.ca](http://www.brsw.bc.ca).

## **Complaints**

**Inquiry Committee:** Fran Grunberg (Chair), Debby Jones, Ray Chapman, Sherry Baker, (public member consultant)

The Inquiry Committee reviews all written complaints received by the Board of Registration for Social Workers and has jurisdiction to consider complaints about a breach of the *Social Workers Act*, the Rules, and the Standards of Practice. The complaints may raise concerns about misconduct or incompetence, which are defined in rule 61.

There were 4 active complaints files at the beginning of 2006. During the year, 5 new complaints were received. The Inquiry Committee determined to take no further action on 4 files. Another file was closed following the completion of an agreement, leaving 4 files open at the end of the year.

## **Quality Assurance**

**Committee:** Elaine Halsall (Chair), Richard Argue, Sharon Coates, Debby Jones

This committee is responsible for overseeing the Standards of Practice as well as developing and monitoring requirements for the continuing competence of registered social workers. The Quality Assurance Committee contracted with two social work faculty members from the University of Northern British Columbia to test a model framework for all social workers to document their adherence to the Standards of Practice and identify future learning goals. The research results would be used to refine the tools with the expectation that a program would be implemented for all registrants. However, the response rate was low, compounded by some technical challenges. The Committee continues to work on this complex project with the ultimate goal of developing a model that will be effective and efficient in enhancing social work standards.

## **Adoption**

**Committee:** Delma Hemming (Chair), Joyce Masselink, Brad Watson

As the major review of the Adoption Standards had been completed in 2005, the Adoption Committee focused on some specific issues. They recommended some changes to the standards to improve clarity and these were approved by the Board in February 2006. The Committee also recommended changes regarding the approval process for registered social workers to prepare Reports on the Views of a Younger Child in order to make this more flexible and accessible. The Committee supported a submission by the Board to the Adoption Branch of the Ministry of Children and Family Development in support of maintaining the current requirement that only Registered Social Workers be authorized to undertake certain functions under the *Adoption Act* for licensed adoption agencies. The Committee continues to be available to review any issues that may arise.

## Legislative Review Committee

**Committee:** Ray Chapman (Chair), Jim Campbell, Sharon Coates, Debby Jones

The Legislative Review Committee oversees the development of proposals for amendments to the *Social Workers Act* and Rules. A primary focus of the Committee's work was on developing a set of Bylaws to replace the current Rules when the amendments to the *Social Workers Act* come into force. These Bylaws will be more comprehensive as the proposed amendments are more substantive.

## Mutual Recognition Agreement

Ray Chapman, Chair, and Susan Irwin, Registrar, participated in the final negotiating session to achieve a Mutual Recognition Agreement among all Canadian social work jurisdictions which was held in Regina on September 30 and October 1, 2006. After some intense negotiations, an agreement was reached which outlines the recognition accorded to a registered social worker when moving to another province and applying for registration in the new jurisdiction. This MRA must be voted on by each provincial organization, with the goal of finalization by March 2007.

## REGISTRANT REPORT

There were 1,938 Registered Social Workers as of December 31, 2006. The Board received 301 applications in 2006, 280 of which were approved. Of these, 33 applicants applied from other provinces and 43 from foreign countries. Comparable figures for previous years are shown in the following table.

<u>YEAR</u>	<u>RSW's at year end</u>	<u>YEAR</u>	<u>RSW's at year end</u>
1978	1,079	1993	1,242
1979	1,167	1994	1,238
1980	1,208	1995	1,202
1981	1,255	1996	1,203
1982	1,238	1997	1,257
1983	1,209	1998	1,270
1984	1,176	1999	1,277
1985	1,111	2000	1,304
1986	1,084	2001	1,361
1987	1,107	2002	1,383
1988	1,125	2003	1,521
1989	1,134	2004	1,583
1990	1,199	2005	1,732
1991	1,244	2006	1,938
1992	1,237		

BOARD OF REGISTRATION FOR SOCIAL WORKERS  
IN BRITISH COLUMBIA  
FINANCIAL STATEMENTS  
DECEMBER 31, 2006  
(Unaudited)

REVIEW ENGAGEMENT REPORT

To: The Members of the Board of Registration for Social Workers in British Columbia:

We have reviewed the statement of financial position of the Board of Registration for Social Workers in British Columbia as at December 31, 2006 and the statements of operations and changes in fund balances and cash flows for the year then ended. Our review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by management.

A review does not constitute an audit and consequently we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.

Burnaby, B.C.  
February 15, 2007

  
Chartered Accountants

**BOARD OF REGISTRATION FOR SOCIAL WORKERS  
IN BRITISH COLUMBIA**  
**STATEMENT OF OPERATIONS AND CHANGES IN FUND BALANCES**  
**FOR THE YEAR ENDED DECEMBER 31, 2006**

(Unaudited)

	Budget 2006	Operating Fund 2006	Operating Fund 2005	Operating Reserve Fund	Hearings Fund	Research and Policy Development Fund	Total 2006	Total 2005
<b>Income</b>								
Registration fees	\$ 371,170	\$ 382,010	\$ 345,135	\$ -	\$ -	\$ -	\$ 382,010	\$ 345,135
Application fees	25,000	30,700	25,800	-	-	-	30,700	25,800
Interest and other	8,000	20,315	12,826	-	-	-	20,315	12,826
	<u>404,170</u>	<u>433,025</u>	<u>383,761</u>	-	-	-	<u>433,025</u>	<u>383,761</u>
<b>Expenses</b>								
Office Administration								
Rent	\$ 23,820	\$ 22,818	\$ 22,658	\$ -	\$ -	\$ -	22,818	22,658
Security	300	256	286	-	-	-	256	286
Telephone and Internet	4,400	4,124	4,374	-	-	-	4,124	4,374
Computer support	5,000	3,964	2,268	-	-	-	3,964	2,268
Office supplies	4,500	2,922	4,807	-	-	-	2,922	4,807
Postage and courier	15,350	10,671	10,310	-	-	-	10,671	10,310
Office equipment	8,000	8,490	5,757	-	-	-	8,490	5,757
Amortization	-	156	196	-	-	-	156	196
Accounting	2,800	2,720	2,509	-	-	-	2,720	2,509
Bank and credit card charges	6,700	5,960	5,415	-	-	-	5,960	5,415
Insurance	2,500	1,198	1,868	-	-	-	1,198	1,868
Miscellaneous	500	377	574	-	-	-	377	574
Printing	18,000	15,101	10,177	-	-	-	15,101	10,177
Promotion	-	-	160	-	-	-	-	160
<b>Professional Activities</b>								
Legal	50,000	45,720	39,433	-	-	-	45,720	39,433
Consultation	20,000	10,204	13,004	-	-	-	10,204	13,004
Hearings	10,000	118	46,982	-	-	-	118	46,982
Subscriptions and memberships	1,000	1,105	925	-	-	-	1,105	925
Professional development	1,500	588	698	-	-	-	588	698
Registrar's travel	4,000	2,705	2,581	-	-	-	2,705	2,581
<b>Board Activities</b>								
Board honorarium	3,600	3,600	5,500	-	-	-	3,600	5,500
Board travel	30,000	21,938	26,715	-	-	-	21,938	26,715
Board development	2,000	300	400	-	-	-	300	400
Meetings	4,500	7,587	4,277	-	-	-	7,587	4,277
<b>Staffing</b>								
Salaries	158,600	155,722	150,226	-	-	-	155,722	150,226
Contract staff	2,000	321	321	-	-	-	321	321
Benefits	25,000	24,056	22,909	-	-	-	24,056	22,909
Workers' compensation	100	-	116	-	-	-	-	116
	<u>404,170</u>	<u>352,721</u>	<u>385,125</u>	-	-	-	<u>352,721</u>	<u>385,125</u>
<b>Excess (deficiency) of revenue over expenses from operations</b>	\$ -	80,304	(1,364)	-	-	-	80,304	(1,364)
<b>Fund balances, beginning of year</b>		<u>145,601</u>	<u>146,965</u>	<u>160,000</u>	<u>77,730</u>	<u>20,000</u>	<u>403,331</u>	<u>404,695</u>
<b>Fund balances, end of year</b>		<u>\$ 225,905</u>	<u>\$ 145,601</u>	<u>\$ 160,000</u>	<u>\$ 77,730</u>	<u>\$ 20,000</u>	<u>\$ 483,635</u>	<u>\$ 403,331</u>

The accompanying notes are an integral part of the financial statements.



BOARD OF REGISTRATION FOR SOCIAL WORKERS  
IN BRITISH COLUMBIA

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31, 2006

(Unaudited)

	Operating Fund 2006	Operating Fund 2005	Operating Reserve Fund	Hearings Fund	Research and Policy Development Fund	Total 2006	Total 2005
<b>Sources of cash</b>							
Receipts from members	\$ 413,859	\$ 394,260	\$ -	\$ -	\$ -	\$ 413,859	\$ 394,260
Interest and other	18,163	13,065	-	-	-	18,163	13,065
	<u>(344,925)</u>	<u>(397,541)</u>	-	-	-	<u>(344,925)</u>	<u>(397,541)</u>
<b>Uses of cash</b>							
Payments for materials and services	87,097	9,784	-	-	-	87,097	9,784
Net increase in cash	229,981	220,197	160,000	77,730	20,000	487,711	477,927
Cash, beginning of year	\$ 317,078	\$ 229,981	\$ 160,000	\$ 77,730	\$ 20,000	\$ 574,808	\$ 487,711
<b>Represented:</b>							
Cash	\$ 84,695	\$ 118,380	\$ -	\$ -	\$ -	\$ 84,695	\$ 118,380
Certificates of deposit	232,383	111,601	160,000	77,730	20,000	490,113	369,331
	<u>\$ 317,078</u>	<u>\$ 229,981</u>	<u>\$ 160,000</u>	<u>\$ 77,730</u>	<u>\$ 20,000</u>	<u>\$ 574,808</u>	<u>\$ 487,711</u>

The accompanying notes are an integral part of the financial statements.

BOARD OF REGISTRATION FOR SOCIAL WORKERS  
IN BRITISH COLUMBIA

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2006

(Unaudited)

Note 1 Nature and Purpose of Organization

The Board of Registration for Social Workers in British Columbia is incorporated under the Social Worker's Act of B.C. as a Not-For-Profit organization. The purpose of the Board is to maintain a register of members and to generally educate, discipline and establish qualifications.

Note 2 Significant Accounting Policies

These financial statements are prepared in accordance with Canadian generally accepted accounting principles applied on a basis consistent with the prior period. Outlined below are those policies the Board considered particularly significant.

Fund Accounting

The Board follows the restricted fund method of accounting.

The Operating Fund reports the assets, liabilities, revenues and expenses related to the Board's registration activities.

The Operating Reserve Fund reports the assets, liabilities, revenues and expenses related to the Board's extraordinary registration activities.

The Hearings Fund reports the assets, liabilities, revenues and expenses related to the Board's hearings activities.

The Research and Policy Development Fund reports the assets, liabilities, revenues and expenses related to extraordinary costs in the research and policy development of the Board.

Revenue Recognition

Fees

Fees are recognized as revenue of the appropriate fund in the year in which the related expenses are incurred.

Investment Income

Interest income earned on all funds is recognized as revenue to the operating fund in the period the investment income is earned.

Capital Assets

Capital Assets are recorded at cost. Amortization is provided for over the estimated useful life of the assets at the following annual rates:

Furniture and equipment	20%	(declining)
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Use of Estimates

The preparation of financial statements in accordance with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements; and the reported amounts of revenues and expenses during the reporting period. Actual results may differ from those estimates.

Income Taxes

The Board is exempt from income taxes under the provisions of the Income Tax Act as a Not-For-Profit organization.

BOARD OF REGISTRATION FOR SOCIAL WORKERS  
IN BRITISH COLUMBIA

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2006

(Unaudited)

Note 3 Restricted Cash

Represents the cash set aside to meet the activities of the restricted funds.

	2006	2005
Operating Reserve	\$ 160,000	\$ 160,000
Hearings	77,730	77,730
Research and Policy Development	20,000	20,000
	<u>\$ 257,730</u>	<u>\$ 257,730</u>

Note 4 Capital Assets

	Cost	Accumulated Amortization	Net Book Value 2006	Net Book Value 2005
Furniture and equipment	<u>\$ 17,944</u>	<u>\$ 17,317</u>	<u>\$ 627</u>	<u>\$ 783</u>

Note 5 Deferred Revenue

Represents 2007 (2006) registration fees received in 2006 (2005).

Note 6 Internally Restricted Net Assets

Major categories of internally imposed restrictions on net assets are as follows:

	2006	2005
Restricted for extraordinary operating costs	\$ 160,000	\$ 160,000
Restricted for hearing charges	77,730	77,730
Restricted for research and policy development	20,000	20,000
	<u>\$ 257,730</u>	<u>\$ 257,730</u>

Note 7 Lease

The Board of Registration is a co-lessee of premises for a term of five years, ending March 31, 2007. The lease is as follows:

\$ 1,638 per month plus increases in occupancy cost and taxes.

BOARD OF REGISTRATION FOR SOCIAL WORKERS  
IN BRITISH COLUMBIA

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2006

(Unaudited)

Note 8 Financial Instruments

The Board's financial instruments consist of cash investments, accrued interest receivable, accounts receivable, accounts payable and accrued charges. The carrying amounts of these financial instruments approximates their fair market value due to their short term maturity and capacity of prompt liquidation.

Note 9 Cash and Cash Equivalents

At year-end cash and cash equivalents consisted of the following:

	<u>2006</u>	<u>2005</u>
Cash	\$ 84,695	\$ 118,380
Certificates of deposits	232,383	111,601
Restricted cash	<u>257,730</u>	<u>257,730</u>
	<u>\$ 574,808</u>	<u>\$ 487,711</u>

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