



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

A large, solid dark red vertical bar with a thin black border, extending from the top of the page down to the bottom, positioned on the left side.

# **ANNUAL REPORT 2007**

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

**2007 ANNUAL REPORT**

**MEMBERS OF THE BOARD**

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

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

**Susan Waldron, RSW**  
*Lower Mainland*  
Manager, Practice Development,  
Ministry of Children and Family  
Development

**Sherry Baker**  
*Fraser Valley*  
Public member

**Debby Jones, RSW, clinical**  
*Vancouver Island*  
Social Worker,  
Queen Alexandra Centre for  
Children's Health

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

**Sharon Coates**  
*Lower Mainland*  
Public member

**Peter Quick, RSW**  
*Lower Mainland*  
Practice Coordinator/Social  
Worker,  
UBC Hospital

**Chi Ying Wong, RSW, clinical**  
*Lower Mainland*  
Social Worker,  
Evergreen Community Health  
Centre

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

**Brigitte Wagner-Yates, RSW**  
*Interior*  
Social Worker,  
BC Cancer Agency – Centre for the  
Southern Interior  
Social Worker,  
Community Care Programs –  
Interior Health Authority

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

**Executive:**

Jim Campbell (Chair), Sherry Baker (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), David Freeman, RSW (Director of Quality Assurance)

## YEAR IN REVIEW

### Chair's Report:

This has been quite a busy and eventful year. After just being on the Board a couple of years I was appointed as the Chair with a number of things in progress. The Mutual Recognition Agreement (MRA) had recently been agreed to in principal (with a number of exceptions clauses) by the Provinces. This was signed off at the February meeting and forwarded to the other provinces for signing.

At the same meeting we reviewed the aspects of our understanding of the requirements of the Trade, Immigration and Labour Mobility Agreement (TILMA). The Board's concerns about the Alberta College of Social Workers (ACSW) acceptance of Alberta educated 2 year diploma social workers as Registered Social Workers (RSWs) was noted as one of the areas of disagreement. The BRSW maintains that the minimum requirement for registration is a Bachelor's degree. The other area was the aspect of requiring examinations for our Clinical designation. These issues are listed as outstanding areas for resolution during the two year adjustment period between our Provincial governments (by April 1, 2009). We have continued to have conversations with the ACSW about these areas to identify potential solutions

A major piece of work for the Board this year was the creation of our Governance and Policy Manual. Realizing the Board had operated for many years based on understandings and past practices, we thought it best to clarify our structure and roles; both within the Board, and between the Board, committees and staff. A facilitator provided excellent assistance in guiding us through this process and creating the document, which was approved in November.

The Board made a major decision during the year to end the Private Practice Roster. There have been many debates over the years as to when the Private Practice Roster was to end. In order to make the decision the Board went through a long consultation process, which included letters and a survey to the RSWs on the Private Practice Roster, as well as having consultations with stakeholders. The decision to end the Private Practice Roster was made in conjunction with the establishment of the Clinical class of registration, and the Quality Assurance Committee's work in establishing a Continuing Competency framework for all registrants. The Board decided to explore issues such as privacy, cost and public access in posting the full Register on-line.

In continuing our strategic direction to seek amendments to the *Social Workers Act*, we had important meetings with Minister Tom Christensen, Deputy Minister Leslie DuToit, and Assistant Deputy Minister Mark Sieben. All were very encouraging about the need for updated Social Work legislation (given the current act is 38 years old). The Board has been working on proposals for several years, and building on this support, focused additional energy on this goal. By the end of the year MCFD initiated drafting of legislation with the hope of introducing this to the Legislative Assembly in the Spring 2008 session. The amendments to our current act will be substantial; updating aspects to have it more in line with other professional regulatory legislation, and making us a College. We will keep everyone posted on the progress of this with hopefully good news by mid-2008.

All in all, this was an interesting first year as the Chair.

Respectfully submitted,

*Jim Campbell*, RSW, clinical

### **Registrar's Report:**

I am pleased to report that there was a steady growth in the number of Registered Social Workers in 2007. We passed the two thousand mark, ending the year with 2085 registrants.

There were opportunities to engage with the community in several sectors over the year, including making presentations to students in four schools of social work to inform them of the role of the BRSW in protecting the public. Staff also participated in staff meetings at health care and other community agencies.

Through its various committees, the Board continued work on a number of important issues over the year: development of standards of practice in health care, establishment of a continuing competence program which would apply to all registrants, and a review of assessment of foreign social work credentials. There was an increase in staff in order to support the work of all committees.

As well as working on specific projects, the staff continued to provide consultation to social workers regarding practice issues and to respond to inquiries from the public regarding complaints about social workers.

Respectfully submitted,

*Susan Irwin*, RSW

### **Registration**

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

The Registration Committee has two principle functions and had a busy year in 2007. One function is to review applications for registration wherein concerns have been identified by the Registrar. In their review, the Registration Committee must either approve the applicant or if they have concerns about whether or not the applicant has satisfied the requirements for registration as outlined in the Rules, they must refer the applicant on to a hearing before the Board. During 2007, the Committee reviewed five applications and referred four of these to the hearing stage.

The other function is to monitor existing and draft new policy regarding various registration matters for Board consideration. Over this past year, the Registration Committee has been examining issues such as the impact of discontinuing the Private Practice Roster; the Trade, Investment and Labour Mobility Agreement (TILMA) between BC and Alberta; the Mutual Recognition Agreement (MRA) between Provinces; reinstatement fees; establishing an Online Registry; BSW/entry level examinations; and the development of a tool to assist in the assessment of foreign credentials.

### **Private Practice**

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

The committee met several times and recommended approval of 4 new applicants for inclusion in the roster. They also provided input for discussion by the Board regarding the future of the Private Practice Roster. As the Board determined to discontinue the roster at the end of 2008, this committee will no longer continue.

## Complaints

**Inquiry Committee:** Darlyne Gehring (Chair), Sherry Baker, Jim Campbell, Bessie Yellowback

The purpose of the Inquiry Committee is to review complaints about the practice of registered social workers. These include allegations about possible breaches of the *Social Workers Act*, the Rules, or Standards of Practice. These complaints would raise concerns about misconduct or incompetence. At the completion of their investigation, the Inquiry Committee may choose to take no further action, enter an agreement with the social worker regarding improving their practice, or, in the event of a serious matter, direct that a citation be issued to hold a formal hearing into the matter.

There were 4 active files at the beginning of 2007. Six new complaints were received during the year. Five files were closed with the committee deciding to take no further action as the conduct of the social workers was satisfactory. There were five open files at the end of the year.

## Quality Assurance

**Committee:** Elaine Halsall (Chair), Richard Argue, Sharon Coates, Debby Jones, Brigitte Wagner-Yates

The Quality Assurance Committee is responsible for recommending Standards of Practice and developing continuing competence requirements. The committee has had a very active and productive 2007.

The Board established a new sub-committee under the umbrella of the QAC, with the purpose of developing specific *Standards of Practice in Health Care*. Once approved by the Board, these standards will take their place beside existing standards for specific practice areas (*Child Custody and Access Assessments; Clinical Supervision; Adoption*) as subsets of the *General Standards of Practice*.

During this year the QAC focused on developing a *Continuing Competency Program* for BC Registered Social Workers. Continuing to build on the 2006 research, the QAC, using a variety of methods, sought input and feedback from registrants. Several articles and an insert appeared in the BRSW Bulletin seeking input and requesting assistance with the development of the program. The BRSW also hosted a workshop at the BC Association of Social Worker's Annual Conference. The information provided by the participants in this workshop will be collated and incorporated into our ongoing discussions and development.

As well, the QAC Chair, and the project researcher presented at the National Continuing Competency Conference held in Toronto in November. This presentation highlighted the complexities of developing a Continuing Competency Program for Social Workers and generated valuable discussions with other provinces about their experiences.

## Adoption

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

This committee did not meet during this year, as there were no outstanding issues. Considerable work had been done previously in revising the Adoption Standards of practice. The members of the committee agreed to be available for consultation in the event that issues might arise within the community or government that would require consideration by the BRSW.

**MRA/TILMA**

**Committee:** Jim Campbell (Chair), Elaine Halsall, Brad Watson, Chi Ying Wong

This committee was established to review the impact of the Trade, Investment, and Labour Mobility Agreement between British Columbia and Alberta on registration issues in BC. Differences between Alberta and BC social work regulatory bodies must be reconciled by April 2009. BC has communicated its concerns to the Alberta College of Social Workers with a view to resolving outstanding issues resulting from different standards in each province.

**Legislative Review**

**Committee:** Jim Campbell (Chair), Sharon Coates, Brigitte Wagner-Yates, Chi Ying Wong

As the core work of this committee was completed with the preparation of draft amendments to the *Social Workers Act* in 2006, there was less direct activity while waiting for a request for legislation to be approved by government. The committee continued to provide direction to staff as issues arose in preliminary work on proposals.

**Strategic Planning**

**Committee:** Sharon Coates (Chair), Jim Campbell, Darlyne Gehring, Elaine Halsall

This committee was established to develop a strategy for presenting a proposal to government regarding the elimination of exemptions to control of title of social worker, under the *Social Workers Act*. This was in response to a positive meeting with senior Ministry officials and the recognition that there are several complex issues to be addressed. The committee has undertaken a SWOT analysis (strengths, weaknesses, opportunities, and threats) which provided direction for continuing this project. Priority sectors have been identified and informal consultations have been held with key leaders in these areas. Much will depend on whether amendments to the Act will proceed.

**REGISTRANT REPORT**

There were 2,085 Registered Social Workers as of December 31, 2007. The Board received 274 applications in 2007, 264 of which were approved. Of these, 27 applicants applied from other provinces and 38 from foreign countries. Comparable figures for previous years are shown in the following table.

Year: # of RSWs	Year: # of RSWs	Year: # of RSWs	Year: # of RSWs	Year: # of RSWs
1978: 1,079	1984: 1,176	1990: 1,199	1996: 1,203	2002: 1,383
1979: 1,167	1985: 1,111	1991: 1,244	1997: 1,257	2003: 1,521
1980: 1,208	1986: 1,084	1992: 1,237	1998: 1,270	2004: 1,583
1981: 1,255	1987: 1,107	1993: 1,242	1999: 1,277	2005: 1,732
1982: 1,238	1988: 1,125	1994: 1,238	2000: 1,304	2006: 1,938
1983: 1,209	1989: 1,134	1995: 1,202	2001: 1,361	2007: 2,085

## FINANCIAL STATEMENTS

BOARD OF REGISTRATION FOR SOCIAL WORKERS  
IN BRITISH COLUMBIA

FINANCIAL STATEMENTS

DECEMBER 31, 2007

(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, 2007 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 21, 2008

  
Chartered Accountants

**STATEMENT OF FINANCIAL POSITION**  
**AS AT DECEMBER 31, 2007**  
**(Unaudited)**

	Operating Fund	Operating Reserve Fund	Hearings Fund	Research and Policy Development Fund	Transition to College of Social Workers Fund	Total 2007	Total 2006
<b>Current Assets</b>							
Cash	\$ 119,540	-	\$ -	-	\$ -	\$ 119,540	\$ 84,695
Certificates of deposit	26,322	-	-	-	-	26,322	232,383
Accrued interest receivable	4,000	-	-	-	-	4,000	3,945
Accounts receivable	821	-	-	-	-	821	505
Prepaid expense	971	-	-	-	-	971	971
	<u>151,654</u>					<u>151,654</u>	<u>322,499</u>
Restricted Cash - (Note 3)	-	240,000	180,381	20,000	105,000	545,381	257,730
Capital Assets, net - (Notes 2 & 4)	10,983	-	-	-	-	10,983	627
	<u>\$ 162,637</u>	<u>\$ 240,000</u>	<u>\$ 180,381</u>	<u>\$ 20,000</u>	<u>\$ 105,000</u>	<u>\$ 708,018</u>	<u>\$ 580,856</u>
<b>Current Liabilities</b>							
Accounts payable and accrued charges	\$ 12,764	-	\$ -	-	\$ -	\$ 12,764	\$ 14,446
Deferred revenue - (Note 5)	106,165	-	-	-	-	106,165	82,775
	<u>118,929</u>					<u>118,929</u>	<u>97,221</u>
<b>Fund Balances</b>							
Unrestricted	43,708	240,000	180,381	20,000	105,000	43,708	225,905
Internally Restricted - (Note 6)	43,708	240,000	180,381	20,000	105,000	545,381	257,730
	<u>\$ 162,637</u>	<u>\$ 240,000</u>	<u>\$ 180,381</u>	<u>\$ 20,000</u>	<u>\$ 105,000</u>	<u>\$ 708,018</u>	<u>\$ 580,856</u>

Approved by the Directors

 Director  
 Director

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



STATEMENT OF OPERATIONS AND CHANGES IN FUND BALANCES  
FOR THE YEAR ENDED DECEMBER 31, 2007  
(Unaudited)

	Budget 2007	Operating Fund 2007	Operating Fund 2006	Operating Reserve Fund	Hearings Fund	Research and Policy Development Fund	Transition to College of Social Workers Fund	Total 2007	Total 2006
<b>Income</b>									
Registration fees	\$ 453,200	\$ 467,607	\$ 382,010					\$ 467,607	\$ 382,010
Application fees	25,000	27,400	30,700					27,400	30,700
Interest and other	8,500	30,276	20,815					30,276	20,315
HRSDC project grant		6,291						6,291	
	<u>486,700</u>	<u>531,574</u>	<u>433,025</u>					<u>531,574</u>	<u>433,025</u>
<b>Expenses</b>									
Office Administration									
Rent	25,000	24,445	22,818					24,445	22,818
Security	300	254	256					254	256
Telephone and internet	5,500	3,859	4,124					3,859	4,124
Computer support	4,500	4,080	3,964					4,080	3,964
Office supplies	4,200	4,519	2,922					4,519	2,922
Postage and courier	9,350	12,238	10,671					12,238	10,671
Office equipment	25,000	7,544	8,490					7,544	8,490
Amortization		7,600	156					7,600	156
Accounting	3,000	2,751	2,720					2,751	2,720
Bank and credit card charges	7,100	7,314	5,960					7,314	5,960
Insurance	1,500	1,198	1,198					1,198	1,198
Miscellaneous	500	454	377					454	377
Printing	15,000	14,704	15,101					14,704	15,101
Promotion	5,000	190						190	
<b>Professional Activities</b>									
Legal	50,000	47,699	45,720					47,699	45,720
Consultation	18,000	10,610	10,204					10,610	10,204
Hearings	10,000	7,349	118					7,349	118
Subscriptions and memberships	1,250	862	1,105					862	1,105
Professional development	2,000	919	588					919	588
Registrar's travel	10,000	8,836	2,705					8,836	2,705
<b>Board Activities</b>									
Board honorarium	3,600	3,287	3,600					3,287	3,600
Board travel	30,000	28,818	21,938					28,818	21,938
Board development	6,000	1,213	300					1,213	300
Meetings	10,000	8,874	7,587					8,874	7,587
<b>Staffing</b>									
Salaries	190,000	181,714	155,722					181,714	155,722
Contract staff	2,000	1,406	321					1,406	321
Benefits	29,000	26,945	24,056					26,945	24,056
Workers' compensation	100	147						147	
HRSDC Project Costs		6,291						6,291	
	<u>487,900</u>	<u>426,120</u>	<u>352,721</u>					<u>426,120</u>	<u>352,721</u>
<b>Excess (deficiency) of income over expenses from operations</b>	\$ 18,800	105,454	80,304					105,454	80,304
Interfund and other transfers				80,000	102,651		150,000		
Transfers from operating fund - (Note 6)		(287,651)		160,000	77,730	20,000			
Fund balances, beginning of year		225,905	145,601					483,635	403,331
Fund balances, end of year		<u>43,708</u>	<u>225,905</u>	<u>240,000</u>	<u>180,381</u>	<u>20,000</u>	<u>150,000</u>	<u>589,069</u>	<u>483,635</u>

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

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED DECEMBER 31, 2007**  
(Unaudited)

	Operating Fund 2007	Operating Fund 2006	Operating Reserve Fund	Hearings Fund	Research and Policy Development Fund	Transition to College of Social Workers Fund	Total 2007	Total 2006
<b>Sources of cash</b>								
Receipts from members	\$ 518,081	\$ 413,859	\$ -	\$ -	\$ -	\$ -	\$ 518,081	\$ 413,859
Interest and other	30,221	18,163	-	-	-	-	30,221	18,163
HRSDC project grant	9,900	-	-	-	-	-	9,900	-
<b>Uses of cash</b>								
Payments for materials and services	(423,811)	(344,925)	-	-	-	-	(423,811)	(344,925)
Purchase of capital assets	(17,956)	-	-	-	-	-	(17,956)	-
Interfund transfers								
Transfer from operating fund	(287,651)	-	80,000	102,651	-	105,000	-	-
<b>Net increase (decrease) in cash</b>	<b>(171,216)</b>	<b>87,097</b>	<b>80,000</b>	<b>102,651</b>	<b>-</b>	<b>105,000</b>	<b>116,435</b>	<b>87,097</b>
Cash, beginning of year	317,078	229,981	160,000	77,730	20,000	-	574,808	487,711
Cash, end of year	\$ 145,862	\$ 317,078	\$ 240,000	\$ 180,381	\$ 20,000	\$ 105,000	\$ 691,243	\$ 574,808
<b>Represented:</b>								
Cash	\$ 119,540	\$ 84,695	\$ -	\$ -	\$ -	\$ -	\$ 119,540	\$ 84,695
Certificates of deposit	26,322	232,383	240,000	180,381	20,000	105,000	571,703	490,113
	\$ 145,862	\$ 317,078	\$ 240,000	\$ 180,381	\$ 20,000	\$ 105,000	\$ 691,243	\$ 574,808

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

## NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2007

(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.

The Transition to College of Social Workers Fund reports the assets, liabilities, revenue and expenses related to the Board's activities in the establishment of a College of Social Workers.

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)
Computer equipment	50%	(declining)

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.

## NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2007

(Unaudited)

**Note 3 Restricted Cash**

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

	2007	2006
Operating Reserve	\$ 240,000	\$ 160,000
Hearings	180,381	77,730
Research and Policy Development	20,000	20,000
Assist in transition to College of Social Workers	105,000	-
	<u>\$ 545,381</u>	<u>\$ 257,730</u>

Interest earned on restricted cash is currently being allocated to the Operating Fund.

**Note 4 Capital Assets**

	Cost	Accumulated Amortization	Net Book Value 2007	Net Book Value 2006
Furniture and equipment	\$ 7,956	\$ 3,445	\$ 4,511	\$ 627
Computer equipment	12,944	6,472	6,472	-
	<u>\$ 20,900</u>	<u>\$ 9,917</u>	<u>\$ 10,983</u>	<u>\$ 627</u>

**Note 5 Deferred Revenue**

Represents 2008 (2007) registration fees received in 2007 (2006).

**Note 6 Internally Restricted Net Assets and Interfund Transfers**

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

	2007	2006
Restricted for extraordinary operating costs	\$ 240,000	\$ 160,000
Restricted for hearing charges	180,381	77,730
Restricted for research and policy development	20,000	20,000
Restricted for transition to College of Social Workers	105,000	-
	<u>\$ 545,381</u>	<u>\$ 257,730</u>

These internally restricted amounts are not available for any other purpose without approval of the board of directors.

Amounts of \$ 102,651, \$ 105,000, and \$ 80,000 (\$ nil, \$ nil, and \$ nil in 2006) were transferred respectively to the Hearings Fund, Transition to College of Social Workers Fund and Operating Reserve Fund from the Operating Fund in order to allocate resources to fund future expenditures from these Funds.

**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2007**  
**(Unaudited)**

**Note 7 Lease**

The Board of Registration is a co-lessee of premises for a term of five years, ending March 31, 2012. The lease is as follows:

\$ 2,008 per month plus increases in occupancy cost and taxes.

**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:

	2007	2006
Cash	\$ 119,540	\$ 84,695
Certificates of deposit	26,322	232,383
Restricted cash	545,381	257,730
	\$ 691,243	\$ 574,808

BOARD OF REGISTRATION FOR SOCIAL WORKERS  
in British Columbia  
302-1765 West 8<sup>th</sup> Avenue  
Vancouver, BC  
V6J 5C6

(604) 737-4916

(604) 737-6809

[www.brsw.bc.ca](http://www.brsw.bc.ca)



302 - 1765 West 8th Avenue

Vancouver, BC V6J 5C6

Phone: 604-737-4916

Fax: 604-737-6809

[www.brsw.bc.ca](http://www.brsw.bc.ca)