

**Ontario College of
Social Workers and
Social Service Workers**



**Ordre des travailleurs
sociaux et des techniciens
en travail social de l'Ontario**

OCSWSSW

The Code of Ethics & Standards of Practice: A Tool to Guide & Assist You

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Professional

Ethical

Qualified

Accountable



Today's Presentation

- ✓ The College & Its Mandate
- ✓ The Regulatory Context
- ✓ OCSWSSW
- ✓ College Resources
- ✓ Common Questions
- ✓ CCP
- ✓ P.D. Fund
- ✓ Final Thoughts: Importance of Professional Judgement
- ✓ Questions?





The College & Its Mandate

Professionals:

- To protect the public interest from unqualified, incompetent or unfit practitioners

Self-Regulation:

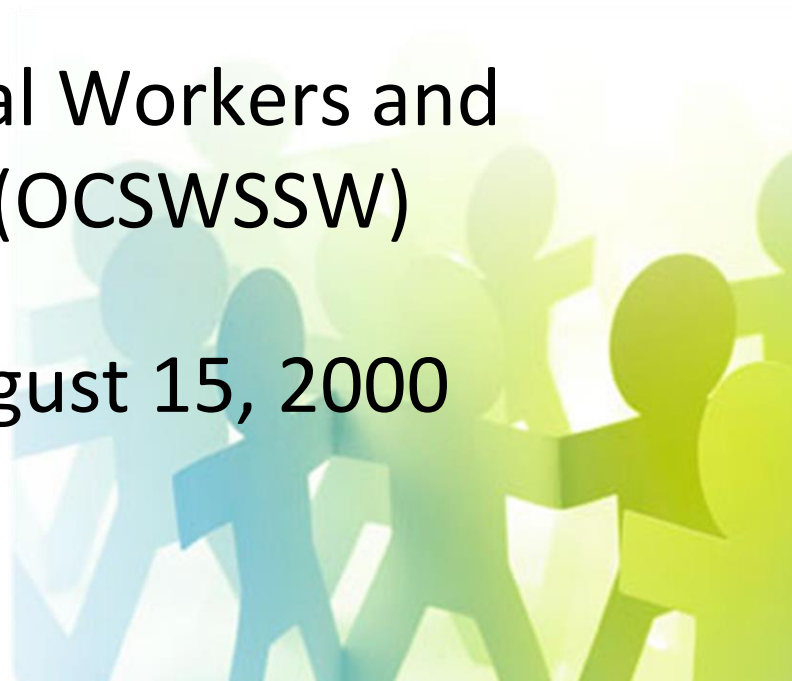
- Government delegates to a profession the power to regulate its peers
- Understanding that the Profession has special knowledge to set standards and judge conduct through peer review





The Regulatory Context

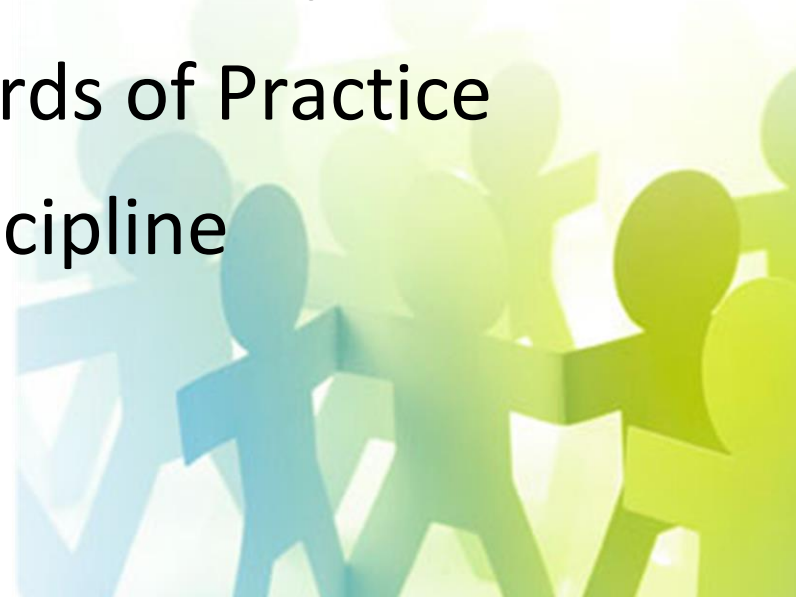
- *Social Work and Social Service Work Act, 1998*
- Ontario College of Social Workers and Social Service Workers (OCSWSSW)
- Fully proclaimed on August 15, 2000





OCSWSSW ...

- ✓ Confers and protects the title for those with specialized academic qualifications who meet rigorous standards
- ✓ Supports lifelong learning: continuing competence & professional development
- ✓ Code of Ethics and Standards of Practice
- ✓ Provides oversight and discipline





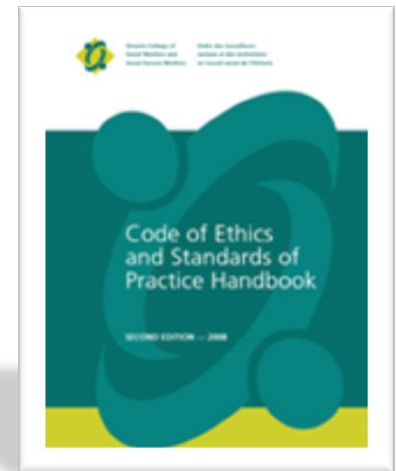
College Resources

- All resources are meant to assist you in making your own decision about how you will practice
- Code of Ethics & Standards guide you to help puzzle through dilemmas in the practice setting
- Practice notes and other resources there to help you
- You are responsible for knowing what is required of you by your professional College

College Resources

The Code of Ethics and Standards of Practice Handbook, 2nd Edition: 8 Principles to guide conduct

- Sets out scopes of practice & **minimum** standards for professional practice and conduct for members
- All college members are responsible for knowing & complying with Standards
- 8 Principles to guide you:
 1. Relationship with Clients
 2. Competence & Integrity
 3. Responsibility to Clients
 4. The Social Work & Social Service Work Record
 5. Confidentiality
 6. Fees
 7. Advertising
 8. Sexual Misconduct





College Resources

- Code of Ethics & Standards of Practice guide you through decision making process
- Need to be considered with; other relevant legislation (e.g. Mental Health Act), ethical decision making practices, professional judgement, other College resources/guidance, policy & procedures in the practice setting, other legal, quasi-legal resources to help you make your decision.



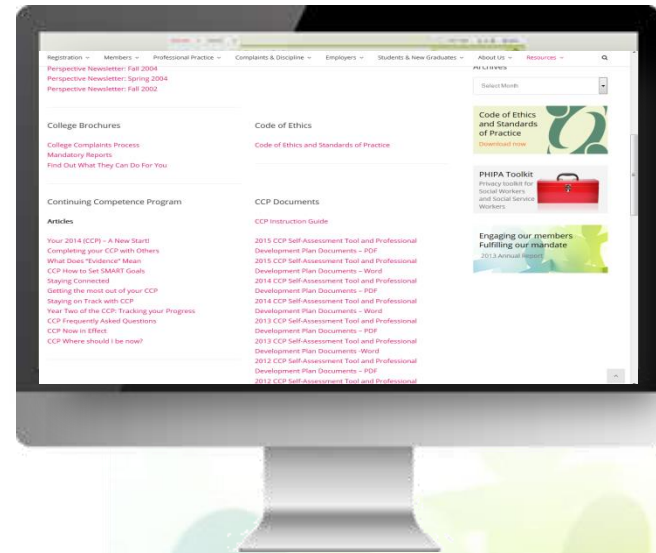
Common Questions...

- “How long do I have to keep my client files?” 4.2.3
- “Can I refer clients from my ‘day job’ to my private practice?” 3.3
- “My supervisor wants me to sign my colleagues notes while she is away; can I do this?” 4.1.5.2
- “My client signed a consent form when I released his file last time, can I re-use this consent form?” 5.3.7
- “Is sex with a **former** client ok?” 8.7



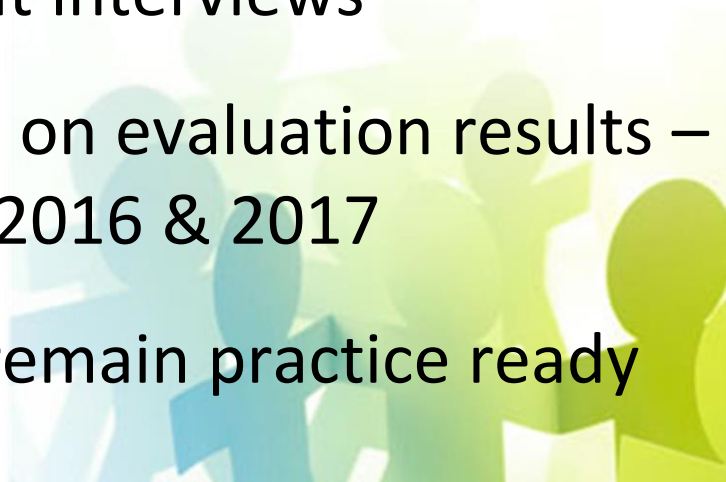
Additional College Resources

- ✓ Practice Guidelines (3)
- ✓ Practice Notes
- ✓ *Perspective* Newsletter
- ✓ AMED and regional forums
- ✓ Practice Consultations – Professional Practice Department





Continuing Competence Program CCP

- Program (CCP) was launched in 2009
 - **All** members are required to participate
 - Condition of certificate of registration
 - Evaluation of the program in 2014 – online survey, focus groups and key informant interviews
 - Changes to the program based on evaluation results – in process to be introduced in 2016 & 2017
 - CCP is a resource helping you remain practice ready and competent
- 



Professional Development Fund (PDF) is launched

- Funding for professional development is now available to College members through a 2 year pilot project of the Ministry of Community and Social Services (MCSS)!
- \$1-million initiative provides access to reimbursement for College members in Ontario
- The Fund is administered by the Ontario Association of Social Workers.
- Please visit: www.swsswpdf.org



Final Thoughts:

The Importance of Professional Judgement

- ✓ An important part of practice in a profession where assessment and decision making leads to critical outcomes – **YOU** are an important resource!
- ✓ Why remaining continually competent is so important!
- ✓ Needs to include reflection, consultation, critically analyzing all aspects of potential outcomes, and evaluation of what you did and how you arrived at your decision.
- ✓ Your College is **one** resource to assist you.



CONTINUING COMPETENCE
GUIDELINES
STANDARDS
QUALIFIED
ENCOURAGE
PROGRAM DEVELOPMENT
GROWTH
ETHICAL PROFESSIONAL
COMMITMENT
QUALITY ASSURANCE
LEARNING
PROFESSIONS
ACCOUNTABLE PRACTICE
SOCIAL WORK
SOCIAL SERVICE WORK
EXCELLENCE
WORK
RESPONSIBILITY



Questions?

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Thank You!

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