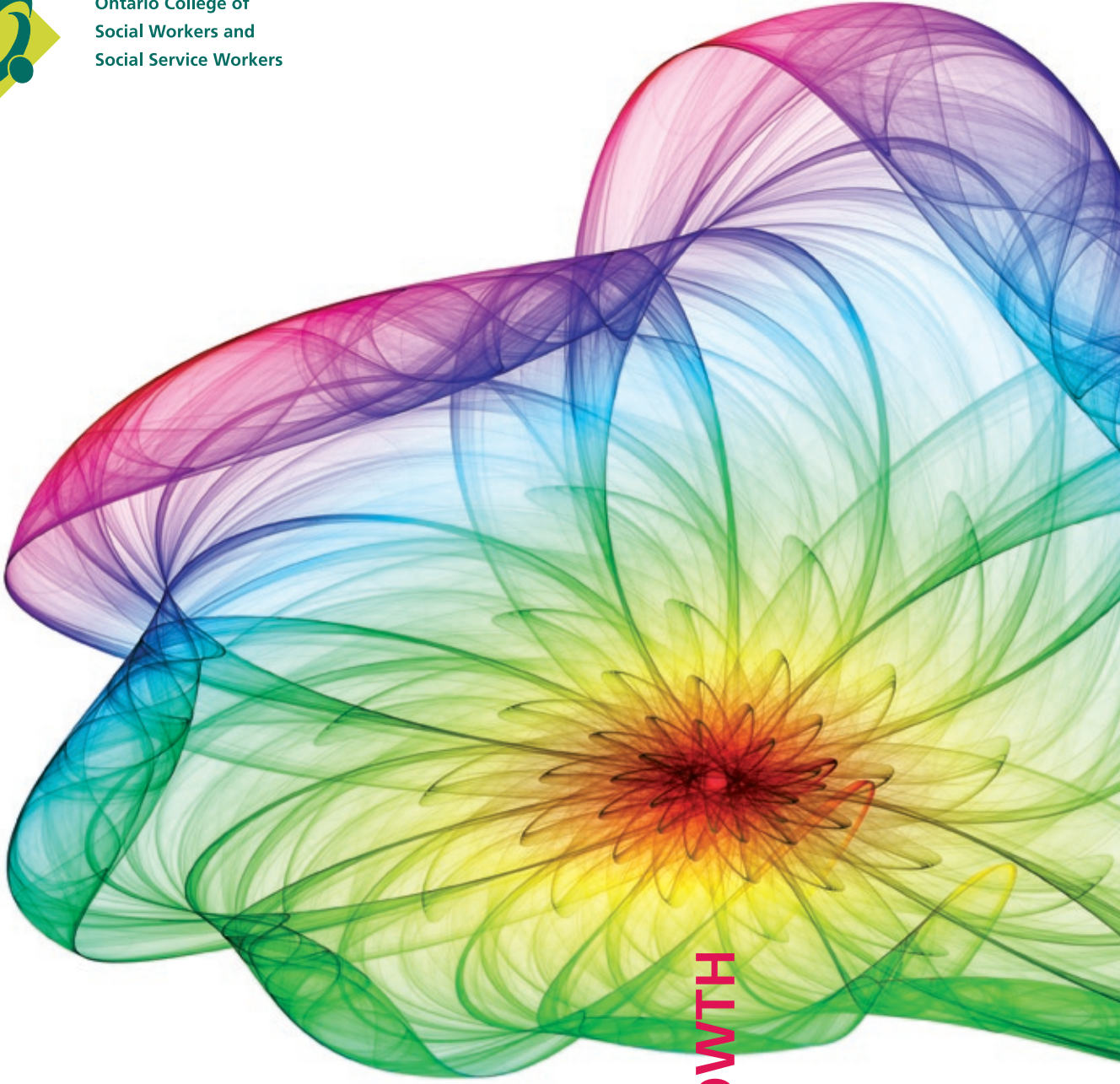




Ontario College of
Social Workers and
Social Service Workers



ONE DECADE
CONTINUOUS GROWTH
ANNUAL REPORT 2008



"IT'S DIFFICULT TO OVERESTIMATE THE IMPORTANCE OF THE SOCIAL WORK AND SOCIAL SERVICE WORK PROFESSIONS IN THIS PROVINCE. THEY'RE AMONG THE PROFESSIONALS WHO DELIVER KEY SERVICES FOR ONTARIANS."

Although the social work and social service work professions in Ontario can trace their roots to the turn of the 20th century, December 2008 marked a significant milestone in their long and dynamic histories. In the ten years since the passage of the *Social Work and Social Service Work Act* on December 18, 1998, the professions have grown to more than 12,500 members. This achievement is the result of years of hard work and dedication by many individuals whose goal of professional regulation came to fruition that day.

Regulating the professions in the public interest is a responsibility the College Council is privileged to have been given. Over the past ten years, that responsibility has involved setting the entry to practice requirements for the professions, developing a code of ethics and standards of practice, continuing competence requirements, thorough registration practices and a transparent complaints and discipline process.

Throughout this Annual Report, you'll notice quotes taken directly from the Hansard transcripts of the comments made in the Ontario legislature in December 1998 when the Bill was presented for third and final reading. They signify the importance of this legislation and the widespread support it received from Members of the Provincial Parliament. It is with great pride that we look back on how much we've accomplished since then.

Rachel Birnbaum, *Ph.D., RSW, LL.M.*
President

Glenda McDonald, *M.S.W., RSW*
Registrar and Chief Executive Officer

This past year alone brought about significant achievements in our history, including the distribution of the revised Standards of Practice and Member Resource Binder, approval of the Continuing Competence Program, hosting information forums around the province, and the approval of a further 20% reduction in fees for the 2009 membership year.

We would like to take this opportunity to acknowledge and thank the four long-standing Council members whose terms ended in 2008: Joe Fecht, RSW, Kevin Kennedy, RSSW, Colleen Zakoor, RSSW and Patricia Spindel, Public Member. With the departure of these individuals, the Council welcomed four new members: Beatrice Traub-Werner, RSW, Greg Clarke, RSSW, Kimberley Lewis, RSSW and Lily Oddie, Public Member.

As we move forward on the foundation we have developed over the past decade, it is time to turn our minds to promoting excellence in practice for our members and increasing their profile among stakeholders and the public. We would like to thank members for their support, Council members for their commitment, and staff for their hard work in helping us achieve our goals. Celebrating this landmark in our history was a wonderful end to another successful year.



RESPONSE TO LEGISLATION

- Took part in several meetings and workshops with the Office of the Fairness Commissioner and other regulatory colleges regarding the implementation of the *Fair Access to Regulated Professions Act*.
- Made a submission to the Standing Committee on Social Policy regarding the review of the *Personal Health Information Protection Act, 2004*.

PROFESSIONAL PRACTICE AND EDUCATION

- Approved the Scopes of Practice Position Paper which is available electronically on the College’s website.
- Distributed the revised Standards of Practice and Member Resource Binder to all members.
- Expanded the Annual Meeting and Education Day to accommodate up to 600 members and improved accessibility.
- Conducted a survey with members regarding the regulation of psychotherapy.
- Initiated and concluded phase two of the Continuing Competence Program consultation and approved the Program in December 2008.
- Made a submission to the Health Professions Regulatory Advisory Council (HPRAC) regarding interprofessional collaboration among health professions.

COMMUNICATIONS AND MARKETING

- Held forums in 10 cities around the province to introduce the revised Standards of Practice and update members on the strategic priorities of the College.
- Re-designed the registration area of the College website to allow for easier navigation and downloadable registration guides and application forms.
- Distributed two issues of *Perspective* to members and stakeholders in May and November 2008.
- Updated the College’s website on a regular basis and distributed nine eBulletins between issues of the newsletter.
- Conducted information sessions to members and students across the province in cities such as Hamilton, Belleville, Ottawa and Sarnia.
- Provided platinum sponsorship for the Canadian Association of Social Workers’ conference in May 2008.

“THE PUBLIC WOULD BE FURTHER PROTECTED THROUGH THE CREATION AND ENFORCEMENT OF ETHICAL AND PROFESSIONAL STANDARDS.”

“A CRITICAL FUNCTION OF THE PROPOSED COLLEGE WILL BE TO MAINTAIN QUALITY ASSURANCE WITHIN THE TWO PROFESSIONS.”



MEMBERSHIP AND REGISTRATION

- Registered 992 social work members and 217 social service work members, including 569 new graduates.
- Attained a 95% rate of renewal of College members.
- Continued the equivalency project in order to expedite the processing of applications for those applying for registration with a combination of education and practical experience.
- Began work on an online renewal system to be introduced in the Fall of 2009.
- Approved a 20% fee reduction effective January 1, 2009.
- Approved a policy allowing for the release of information from the Register for research purposes.

STAKEHOLDER RELATIONS

- Became a member of the Association of Social Work Boards, the North American association whose mission is to support social work regulatory bodies both in Canada and the United States.
- Joined the Canadian Association of Social Workers (CASW)/Canadian Association for Social Work Education (CASWE) Intersectoral Collaboration Committee, an initiative to promote communication among the CASW, CASWE and social work regulatory bodies.

- Met with social work and social service work educators, the Ontario Association of Social Workers and the Canadian Association of Social Workers regarding issues of mutual interest.
- Held meetings with representatives from the Ministry of Community and Social Services and the Office of the Fairness Commissioner.
- Continued to sit on the steering committee of the Bridging Program for Internationally Educated Social Workers offered at Ryerson University.

COMPLAINTS AND DISCIPLINE

- Received 59 new complaints and 14 new mandatory reports.
- Considered 57 complaints.
- Issued 36 complaints decisions and reasons.
- Considered and issued decisions in 14 mandatory reports.
- Completed two pre-hearing conferences and one discipline hearing.

EXECUTIVE COMMITTEE

Rachel Birnbaum, RSW, President

- The Executive Committee meets monthly, provides leadership to Council and facilitates its efficient and effective functioning. As such, the majority of matters considered by the Executive Committee have been reported on elsewhere in this Annual Report.
- The Committee receives and reviews reports from the investigation of mandatory reports concerning the conduct or actions of College members and makes referrals to the Discipline and Fitness to Practise Committees of the College.
- The Committee’s mandate also includes the approval of the Registrar’s appointment of investigators.
- In 2008, all members, except one, were re-elected to the Executive Committee. John Pretti, RSW, was elected to the Committee in September 2008.

Mandatory Report Statistics

To December 31, 2008:

- Total reports received - 73 reports, with 14 reports received in 2008.
- 52 reports completed, including one referral to the Discipline Committee and one referral to the Complaints Committee.

FITNESS TO PRACTISE COMMITTEE

Lisa Barazzutti, PUBLIC MEMBER, Chair

- To December 31, 2008, there have been no referrals to the Fitness to Practise Committee.

DISCIPLINE COMMITTEE

Lisa Barazzutti, PUBLIC MEMBER, Chair

- To December 31, 2008, the Committee received ten referrals of professional misconduct on the part of nine members of the College, completed eight pre-hearing conferences and eight hearings, including one hearing to remove terms, conditions and limitations previously imposed on a member’s certificate of registration.
- As ordered by the Committee, summaries of the Committee’s issued decisions have been published in the College’s newsletter, *Perspective*, and on the College’s website.

COMPLAINTS COMMITTEE

Zita Devan, PUBLIC MEMBER, Chair

- To December 31, 2008, the College has received 362 complaints, 59 of which were received in 2008, and the Committee has disposed of 297 complaints.

REGISTRATION APPEALS COMMITTEE

Mary Ciotti, RSW, Chair

- 23 files were reviewed and 19 decisions were issued:
 - 17 directed the Registrar to refuse to issue a general certificate of registration for social work
 - One directed the Registrar to issue a general certificate of registration for social service work
 - One directed the Registrar to issue a provisional certificate of registration for social work.
- Four decisions were approved in principle.
- Ten requests for review were received.
- To December 31, 2008, three requests were waiting for review.
- The Committee streamlined the review and decision-making process; began developing guidelines for prospective applicants; and began work on an orientation manual for committee members.

ELECTION COMMITTEE

Jack Donegani, *RSSW, Chair*

- The Committee reviewed election documents, questionable nominations and participated in a training program with scrutineers.
- Election bylaw no. 36 was revised to clarify that Council members may be re-elected but may not serve for longer than ten consecutive years.
- The 2008 election was held on May 29, 2008 in district three with a total of 18 candidates competing for four positions.
- Rachel Birnbaum and Beatrice Traub-Werner were elected as social workers and Kimberley Lewis and Greg Clarke were elected as social service workers.

STANDARDS OF PRACTICE COMMITTEE

Geneviève Côté, *RSW, Chair*

- The Committee collaborated with Cathexis Consulting Inc. to conduct Phase 2 of the consultation regarding the Continuing Competence Program (CCP).
- The Committee reviewed member feedback from the consultation.
- Final changes to the CCP were implemented, prior to Council approval in December.
- The Committee continued to revise the practice guidelines.

FINANCE COMMITTEE

Joanne Turner, *RSW, Chair*

- The Committee met with the College's long-term investment portfolio manager to review the College's current financial portfolio and recommend revisions to incorporate a minimum risk growth element into the long-term investment policy.

In light of the economic downturn in the latter part of the year, the Committee and Council decided not to make any revisions to the College's current investment policy.

- The Committee reviewed the draft budget for 2009 which was approved by Council on December 9, 2008.
- The Committee reviewed proposed changes to the College's policy on reimbursement of Council member expenses.

NOMINATING COMMITTEE

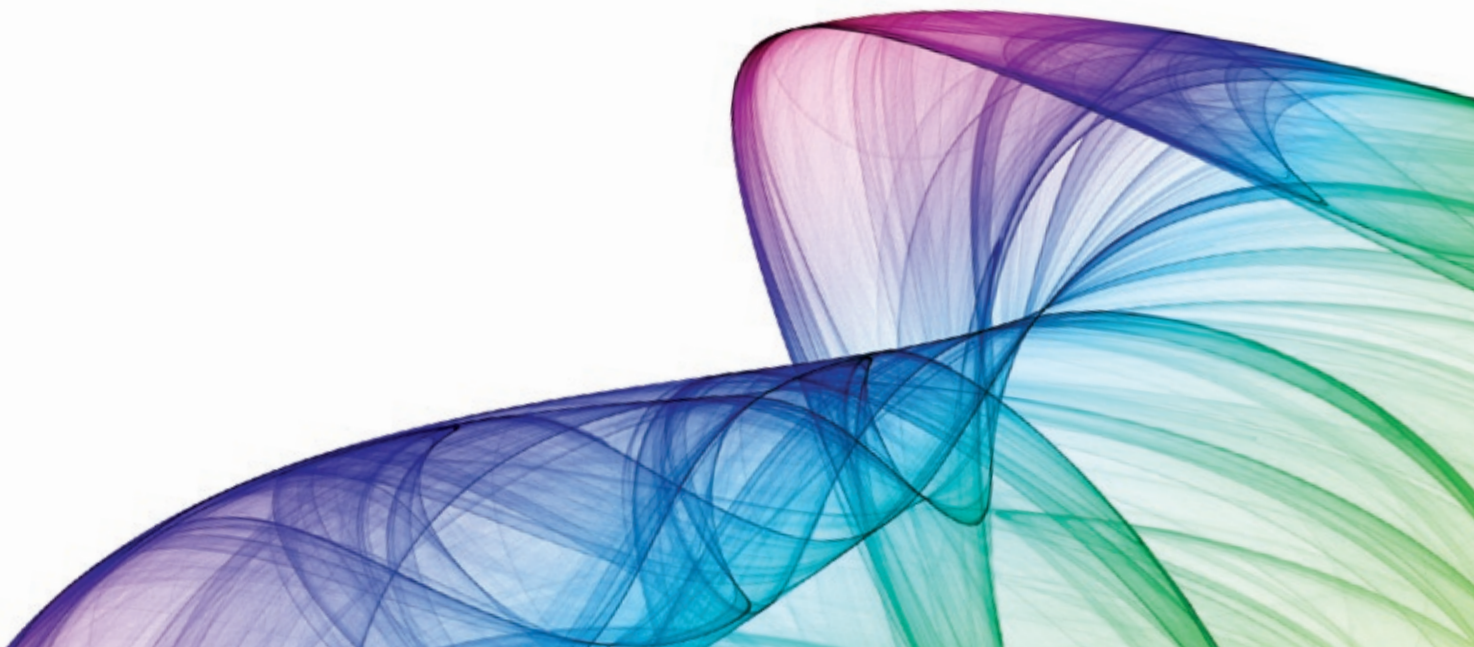
Michael Kopot, *RSW, Chair*

- At the September 2008 Council meeting, the Committee made recommendations to Council on the appointment of members and chairs to each of the Statutory and non-Statutory Committees.

GOVERNANCE COMMITTEE

Sue-Ellen Merritt, *RSSW, Chair*

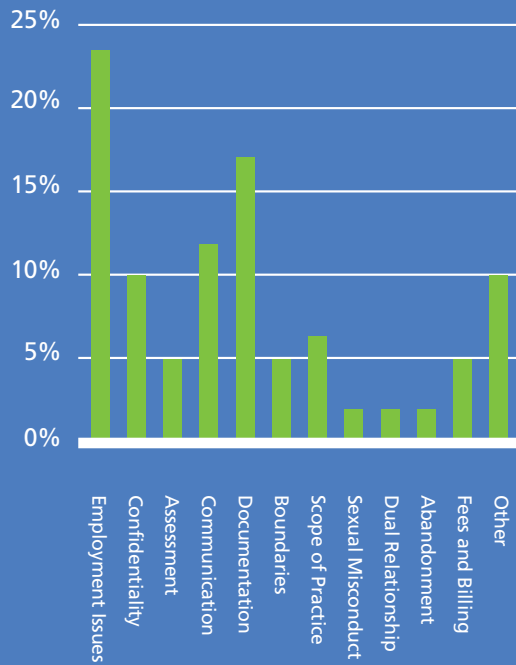
- No matters were referred to the Governance Committee in 2008.



ISSUES RAISED BY MANDATORY REPORTS

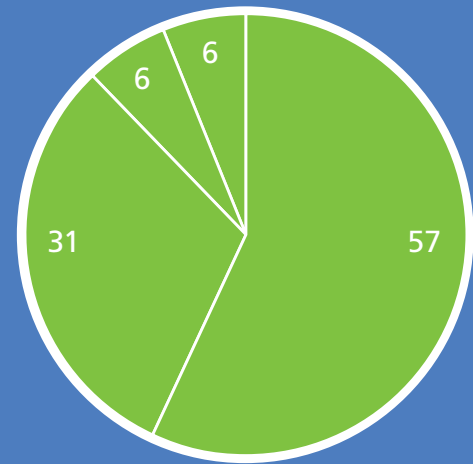
NB: Mandatory Reports often raise several social work/ social service work issues

■ Social Work / Social Service Work Issue



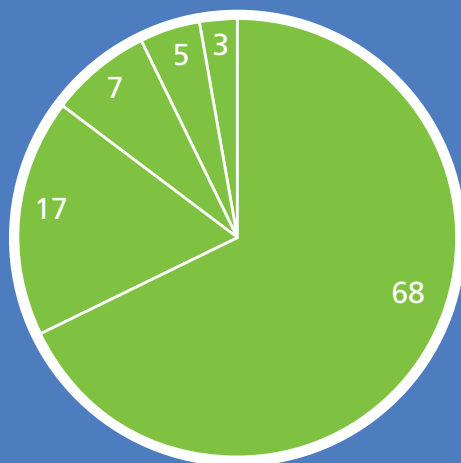
DISPOSITION OF MANDATORY REPORTS

NB: The numbers below represent those matters that have been disposed of in 2008



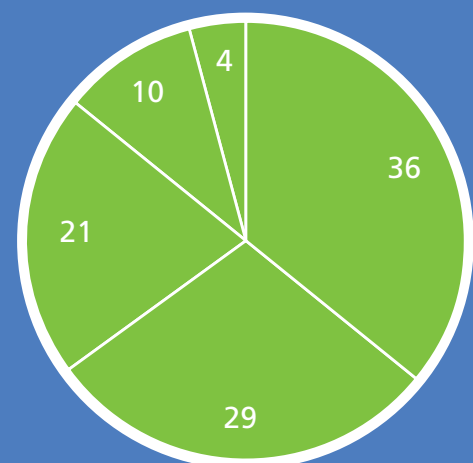
No Referral to Discipline Committee	57%
Remedial Advice	31%
Referral to Complaints Committee	6%
Referral to Discipline Committee	6%

PRIMARY EMPLOYMENT FUNCTION REGISTERED SOCIAL WORKERS



Clinical Practice	68%
Management/Administration, Policy Planning/Analysis, Program Design/ Evaluation and Consultation	17%
Community Organization/Development	7%
Research, Education/Training	5%
Unemployed	3%

PRIMARY EMPLOYMENT FUNCTION REGISTERED SOCIAL SERVICE WORKERS



Clinical Practice	36%
Community Organization/Development	29%
Management/Administration, Policy Planning/Analysis, Program Design/ Evaluation and Consultation	21%
Research, Education/Training	10%
Unemployed	4%

To the Ontario College of Social Workers and Social Service Workers

We have audited the statement of financial position of Ontario College of Social Workers and Social Service Workers as at December 31, 2008 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the College's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2008 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



Chartered Accountants
Licensed Public Accountants

Toronto, Canada
March 5, 2009

STATEMENT OF FINANCIAL POSITION

At December 31	2008	2007
ASSETS		
Current		
Cash	\$ 1,669,701	\$2,487,055
Short-term investments (Cost—\$3,745,067; 2007—\$2,396,386)	3,842,761	2,492,696
Prepaid expenses and sundry	31,139	31,034
	5,543,601	5,010,785
Long-term investments	5,213,465	4,815,670
Equipment and leaseholds	510,086	500,821
	\$11,267,152	\$10,327,276
LIABILITIES		
Current		
Accounts payable and accrued charges	\$ 26,129	\$45,509
Deferred revenue	1,864,253	1,801,512
	1,890,382	1,847,021
Commitments		
NET ASSETS		
Net assets invested in equipment and leaseholds	510,086	500,821
Unrestricted net assets	8,866,684	7,979,434
	9,376,770	8,480,255
	\$11,267,152	\$10,327,276

STATEMENT OF OPERATIONS

Year ended December 31	2008	2007
Registration and application fees	\$4,142,845	\$3,985,951
Expenses		
Salaries and benefits	2,064,559	1,825,098
Consulting	478,723	149,938
Premises rent	269,356	271,708
Council and committee meetings	190,492	149,818
Advertising and promotion	189,329	154,823
Legal	173,733	318,565
Election	97,319	44,629
Bank charges	88,532	80,971
Postage and courier	82,272	68,961
Leasing and maintenance	60,885	44,474
Professional development	53,710	37,427
Office supplies	47,226	37,346
Printing and stationery	32,334	28,321
Insurance	28,311	28,283
Telephone	20,016	19,240
Audit and accounting	18,365	20,681
Translation	11,280	9,290
Drafting regulations and by-laws	3,720	3,214
Website	3,817	541
Amortization	185,315	167,094
	4,099,294	3,460,422
Excess of revenue over expenses before other income	43,551	525,529
Other income (expenses)		
Interest	856,657	407,486
Loss on disposal of equipment	(3,693)	-
	852,964	407,486
Excess of revenue over expenses	\$ 896,515	\$933,015

Complete audited statements are available from the office of the Registrar.



COLLEGE COUNCIL

*FRONT ROW
(FROM LEFT TO RIGHT):*
Lisa Barazzutti, PUBLIC MEMBER
Lily Oddie, PUBLIC MEMBER
Susan Clark, PUBLIC MEMBER
Rachel Birnbaum, RSW
Beatrice Traub-Werner, RSW
Anita Gupta, PUBLIC MEMBER
Sylvia Pusey, PUBLIC MEMBER

SECOND ROW:
Zita Devan, PUBLIC MEMBER
Mary Ciotti, RSW

Kimberley Lewis, RSW
Geneviève Côté, RSW
Joanne Turner, RSW
Mukesh Kowlessar, RSW
Norman MacLeod, PUBLIC MEMBER

BACK ROW:
Greg Clarke, RSW
Roman Delicart, RSW
Jack Donegani, RSW
John Pretti, RSW
Danny Gillard, RSW

ABSENT:
Michael Kopot, RSW
Sue-Ellen Merritt, RSW

*ALSO ABSENT ARE THE FOLLOWING
COUNCIL MEMBERS WITH TERMS
ENDING IN 2008:*

Joe Fecht, RSW
Kevin Kennedy, RSW
Patricia Spindel, PUBLIC MEMBER
Colleen Zakoor, RSW

NON-COUNCIL COMMITTEE MEMBERS

*THE FOLLOWING INDIVIDUALS ARE CURRENTLY ACTIVE AS NON-COUNCIL COMMITTEE MEMBERS
OR COMPLETED THEIR TERMS IN 2008:*

Linda Chodos, RSW
Standards of Practice Committee

Gary Cockman, RSW
Registration Appeals Committee

Kenneth Gordon, RSW
Standards of Practice Committee

Suzanne Hainer, RSW
Standards of Practice Committee

Shelley Hale, RSW
Standards of Practice Committee

Paula Klein, RSW
Discipline Committee
& Fitness to Practise Committee

Beth McCarthy, RSW
Complaints Committee

John Newman, RSW
Standards of Practice Committee

Glenn Thompson, RSW
Finance Committee



COLLEGE STAFF

*FRONT ROW
(FROM LEFT TO RIGHT):*

- Frances Ma**
- Mindy Coplevitch**
- Pat Lieberman**
- Susanne Pacheco**

SECOND ROW:

- Marlene Zagdanski**
- Angella Rose**
- Anastasia Kokolakis**

- Glenda McDonald**
- Pamela Blake**
- Yvonne Armstrong**

THIRD ROW:

- Elaine Hall**
- Eva Yueh**
- Nancy Martin**
- Anne Vezina**
- Ema Sevdina**

Lynda Belouin

BACK ROW:

- Trudy Langas**
- Bob MacWhirter**
- Nadira Singh**
- Cristian Sandu**
- Lisa Loiselle**

ABSENT:

Catherine Painter

EXECUTIVE COMMITTEE

Rachel Birnbaum, RSW
President

Mukesh Kowlessar, RSSW

Norman MacLeod,
PUBLIC MEMBER
Second Vice-President

John Pretti, RSW

Susan Clark,
PUBLIC MEMBER

ABSENT:

Sue-Ellen Merritt, RSSW
First Vice-President





ONTARIO COLLEGE OF SOCIAL WORKERS AND SOCIAL SERVICE WORKERS

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