

Green – wording changes
Red – content changes
Blue – moved or reformatted

Social Work Profession Regulation – Proposed Revisions

General

Change language from “he/she, him/her”, etc. to “they”, “their”, “the applicant”

**Rationale – gender inclusive language in accordance with social work values*

Definitions

"~~I~~ndigenous peoples" means the First Nations, Inuit and Metis people of Canada

**Rationale – Update to currently recognized format*

~~"private practice" means the provision of social work services by a person who is self-employed as determined by the board. (* être à son propre compte *)~~

**Rationale - The legislation does not provide for a formal clinical or private practice designation.*

Definition not required.

Registers and classes of membership

2 The registrar must maintain the following registers and categories of membership:

Register title	Category
Social Worker	Practising
	Temporary
	Non-practising
Non-practising Member	Non-practising
Social Work Student	Student
Social Work Corporation	Corporate permit

**Rationale – The Social Work Profession Act restricts use of title Social Worker to only those members with a Certificate of Practice. Non-practising members are not eligible to use this title. The Act supersedes the Regulation; therefore, this is a correction for clarity.*

Information included in registers

3 In addition to the information specified in subsection 9(2) of the Act, a register must also contain the following information for each member:

~~(d) a notation as to whether the member is in private practice and, if so, verification that the member has obtained the professional liability insurance coverage required by section 22.~~

** Rationale – The College does not have a clinical or private practice designation. All members are required to carry professional liability insurance.*

~~Current members of MIRS~~ need not register

~~4(3) ——— A person who is a member of the Manitoba Institute of Registered Social Workers on the day this regulation comes into force is deemed to be a member of the college whose name is entered in the register of social workers within the same or equivalent membership category.~~

**Rationale - Repeal expired section of Regulation*

Applicants without a social work degree

5(1) In addition to the requirements of section 4, an applicant for registration under subclause 10(1)(a)(iii) of the Act must

- (a) be currently employed in a capacity consistent with the applicant’s functioning in the role of a social worker based on the guidelines set out in subsection (3);
- (b) have been employed in ~~that~~ a capacity ~~for~~ consistent with the applicant’s functioning in the role of a social worker for at least ~~the equivalent of full-time (5600 hours) during three of the~~ in the five years prior to submitting a complete application for registration; and
- (c) provide documentation from ~~his or her~~ their current employer – ~~and if requested by the registrar, any other employer within the last five years~~ - in the form required by the board, in which the employer confirms to the registrar’s satisfaction that the applicant
 - (i) functions ~~or functioned as a~~ in the role of a social worker in performing their ~~his or her current~~ duties and responsibilities
 - (ii) practices ~~or practised~~ social work safely, competently and ethically

**Rationale – Changes related to wording of practice hours reflect a clear and more flexible approach that represents the current interpretation. Applicants do not need to work full-time and the College does not consider only three of five years. Applications are evaluated considering a combined total of 5600 hours over the previous 5 years. The College also considers both current and former positions in evaluating the 5600 hours of practice experience.*

Applicants without a social work degree

Guidelines

5(3) In determining whether an applicant referred to in section (1) is qualified to be registered, the registrar must consider the following criteria:

- (b) the extent to which the applicant is able to demonstrate that the length, quality and nature of his or her practical experience is sufficient for the registrar to determine competency to practice social work, having regard to

- (ii) the applicant's theoretical knowledge of social work as a basis for ~~his or her~~ their practice, ~~including sociology, psychology and human development, social work theories and types of social work practice and knowledge of any specialist areas of social work~~

**Rationale – The list of possible relevant knowledge bases extends beyond those noted in the current version of the Regulation. Listing specific areas of education suggests automatic equivalency, which is misleading. Professional regulation recognizes minimum qualifications rather than specialist areas of social work.*

General Requirements for Registration - Moved to Section 4 – Content of Application

10 In addition to the registration requirements set out in sections 4 – 9, an applicant for registration under those sections

- (a) must provide any records of membership, certification or registration currently or previously held in relation to the practice of social work or another profession in any jurisdiction; and
- (b) must fully disclose in his or her application any personal or professional conditions that may create a risk to the public

** Rationale – Include with content of application requirements.*

Changes to be reported

11 If there is a change in the information that a member has provided under sections 4 – 9 ~~or section 12~~, the member must submit the new information to the registrar as soon as possible.

**Rationale – Members are also required to report changes in renewal application information outlined in section 12.*

Continuing Competence

Continuing competence activities

16(2) In accordance with policies established by the board, the continuing competence committee must

- (a) administer the continuing competence program, including determining continuing competence program requirements for members ~~and reviewing documentation about those requirements provided by members~~

**Rationale – Review of CCP documents provided by members is an operational task completed by staff*

17(1) A member's continuing competence activities ~~must include training specific to performing the member's type of practice, and~~ must include all of the following:

- (a) ~~formal or informal~~ activities specific to performing the member's type of practice
- (b) ~~formal or informal~~ activities related to ~~knowledge of~~ cultural diversity and the pluralistic nature of Manitoba;

- (c) formal activities related to
 - (i) the history, culture and spirituality of Indigenous peoples,
 - (ii) Canada's relationship with Indigenous peoples, and
 - (iii) reconciliation, mutually respectful relationships and cultural safety;
- (d) formal or informal activities related to knowledge about social and economic justice issues, including systemic barriers and causes of social needs and problems;
- (e) formal or informal activities related to ~~knowledge and skills in~~ working with individuals, communities and groups
- (f) formal activities relating to the college's standards of practice and code of ethics

** Rationale: For clarity, move training specific to type of practice from general statement to first point. All practising members are on a three-year CCP cycle based on the requirement in Regulation 18(1) to complete a learning plan and self-assessment every three-years. Placing the content-specific requirement (Section 17(4) - social work with Indigenous Peoples and standards of practice/code of ethics) in the general CCP requirements over the three-year cycle will streamline CCP activities within the same timeline. Remove specific required hours in Regulation to permit flexibility in policy and expand scope of learning related to social work with Indigenous Peoples. The advantage is that members will be able to complete the content-specific requirements any time within the three-year period as opposed to requirements in the first and fifth year.*

17(2) For the purposes of the program, a registered member may undertake the following formal activities:

ADD: participating in traditional sharing circles, teachings and/or ceremonies

**Rationale – Respecting different ways of knowing, teaching and learning.*

~~Workshop re standards of practice, ethics, etc.~~

~~17(4) During the first year after registration and every five years thereafter, a member must participate in an eight-hour workshop approved by the board that includes information respecting the college's standards of practice, code of ethics, and social work with indigenous peoples.~~

**Rationale - Move the content-specific requirements to the general requirements under section 17(1) and remove specific first year, five year and workshop hour requirements from Regulation in order to streamline the Continuing Competence Program.*

Three-year learning plan

18(1) Every three years, a member required to complete the continuing competence program must complete and submit a learning plan to the ~~committee~~ college, in a form satisfactory to the committee and as required by the board.

**Rationale – Learning plan is submitted to the College, not the committee specifically.*

Use of title by member

Use of title by member

21(1) In order to ensure clarity regarding academic qualifications and position title, a member must include the following in their professional signature:

- (a) the abbreviation of the member's highest post-secondary academic credential;
- (b) **their professional designation;**
- (c) **their position title.**

Rationale: In order to ensure clarity regarding position title, it is necessary to include position title in the signature requirement. It is important for members to disclose professional designation in the interests of public accountability.