

NOTICE OF CENSURE

of Sara Murray



PURPOSE

By publishing this censure, the College endeavors to:

- Illustrate for social workers and members of the public, what does or does not constitute unprofessional conduct
- Provide social workers with direction about the College's standards of practice, ethics, and professional conduct

SUMMARY

Sara Murray (former Member) was registered with the Manitoba College of Social Workers (the College) as a Registered Social Worker in the Practicing Category from April 1, 2015 to March 31, 2019 and from April 1, 2019 to July 23, 2020 in the Non-Practicing Category.

On January 2, 2019, the College received a statutory notification of termination of employment of the former Member. Allegations included that the former Member had failed to adequately respond to the needs of her clients. Upon evaluating this matter, it was determined the former Member did not provide timely services to vulnerable children and consequently placed those children at unnecessary risk. The Complaints Committee further noted that the former Member did not promptly notify the College of employer concerns regarding her practice. Had she reported this information in a timely fashion the College could have intervened earlier to ensure public safety.

APPLICABLE PROFESSIONAL OBLIGATIONS

The Complaints Committee considered the following sections of the College's Standards of Practice, Code of Ethics and the Social Work Profession Regulation, and in view of the available information, concluded the Member failed to adhere to the following:

MCSW Standards of Practice

1.1 The best interests of the client will be the primary concern of the Social Worker in providing professional services. Best interests of the client means that the wishes, desires, motivations, and plans of the client are taken by the Social Workers as the primary consideration in any intervention plan

developed by the Social Worker. All actions and interventions taken by the Social Worker are subject to the reasonable belief that the client will benefit from the action.

4.3 Social Workers will deliver client services and respond to client inquiries, concerns, or complaints in a timely and responsive manner, as established by agency standards.

MCSW Code of Ethics

Code of Ethics Guideline 4.1.2.

4.1.2 Social Workers use the organizations resources honestly and only for their intended purpose.

Social Work Profession Regulation

Changes to be Reported

11 If there is a change in the information that a member provided under Section 4 to 9 (1) (Registration), the member must submit the new information to the registrar as soon as possible.

DECISION

The College is the regulatory body for Social Workers in Manitoba. Self-regulation is a privilege granted through legislation and each Member has a responsibility to adhere to recognized and approved standards of practice and ethical guidelines established by the profession.

The Complaints Committee formally records its disapproval of the lack of professionalism exhibited by the former Member in failing to adhere to the Social Work Profession Regulation and the MCSW Code of Ethics and Standards of Practice. Social Workers must conduct their professional practice with integrity and competence. The failure to maintain professional integrity and competence is contrary to the high standard of trust which the public expects of Social Workers. Therefore, the former Member's actions were harmful to the public interest and the interest of the profession.

Although there is sufficient evidence to authorize charges of professional misconduct, the Complaints Committee acknowledges that the Member was registered from 2015 to 2019 without a disciplinary record. The Complaints Committee has therefore determined that a censure will adequately protect the public interest in Social Workers maintaining a high level of professionalism in their social work practice.

The former Member was censured by the Complaints Committee on December 23, 2020, in accordance with paragraph 31(1)(d) and Subsection 33(1) of *The Social Work Profession Act* (the SWPA). Pursuant to that paragraph of the SWPA, the former Member agreed to accept the censure and the Complaints Committee determined that no other action is to be taken against the former Member in respect of these matters. The Complaints Committee further determined that the interest in educating the public

and deterring similar activity in the future weighed in favour of publishing this censure, pursuant to Subsection 33(2) of the SWPA.

Subsection 33(2) of the SWPA permits the Committee to publish the member's name and a description of the circumstances that led to censure. Subsection 33(3) of the SWPA permits the Committee to order a member who is censured to pay all or part of the costs of the investigation into the complaint. The former Member has paid \$1636.55, the costs of the investigation.