

Record Of Inquiry Decision

In the matter of: Charles Gregoire, #3305

Complaint Number: 17-02

And

In the matter of: *The Social Work Profession Act, C.C.S.M. c. S169*

Hearing date: May 29, 2019

Complaint:

On February 8, 2017, the Manitoba College of Social Workers (MCSW) received a Mandatory Report about Registered Social Worker (RSW) Charles Gregoire in accordance with Part 9 74(2) of *The Social Work Profession Act (SWPA)*. The Member pled guilty to Charges via an Agreed Statement of Facts acknowledging that the RSW:

1. Failed to ensure that contact notes became a part of the electronic record in 184 of 205 of cases
 - *Standard 5 - Social Work File Records - clauses 5.1, 5.4, 5.5, 5.7 & 5.9*
2. Failed to ensure health information of 226 clients was recorded and filed
 - *Standard 5 - Social Work File Records - clauses 5.1, 5.5 & 5.9*
3. Failed to abide by employer's directive to terminate paper charting
 - *Standard 5 - Social Work File Records - clause 5.9*
4. Failed to document either on paper or electronically 110 of 156 intake assessments and 184 client interactions
 - *Standard 5 - Social Work File Records - clauses 5.1, 5.4, 5.7 & 5.9*
5. Withheld medical and mental health information, causing 21 individuals to not receive service as they remained unknown to the mental health system
 - *Standard 1 - The Professional Relationship - clauses 1.1.1 & 1.1.3.*
 - *Standard 5 - Social Work File Records - clause 5.1*
6. Failed to do proper intake assessments in 110 of 156 cases
 - *Standard 1 - The Professional Relationship - clauses 1.1.1. & 1.1.3.*
 - *Standard 4 – Social Work Practice Methods - clause 4.3*

- *Standard 5 - Social Work File Records - clause 5.1*
7. Failed to provide consistent follow-up with clients engaged in care and clients went months without an appointment or contact
 - *Standard 1 - The Professional Relationship - clause 1.1.1.*
 - *Standard 3 - Integrity of Professional Practice - clauses 3.5 & 3.6*
 - *Standard 4 - Social Work Practice Methods - clauses 4.1 & 4.4*
 8. Demonstrated a lack of clinical judgment/competence by failing to complete a suicide or risk assessment or develop a case plan in a specific case involving a child. He failed to refer clients to services in 93 of 103 cases where it was deemed necessary. He failed to follow-up on a client identified as high risk and recommended Melatonin to a client, outside of his scope of practice.
 - *Standard 1 - The Professional Relationship - clause 1.1.1.*
 - *Standard 2 - Professional Competence - clauses 2.1 & 2.2*
 - *Standard 4 - Social Work Practice Methods - clauses 4.1 & 4.21*
 - *Code of Ethics Guideline 1 - Ethical Responsibilities to Clients - clause 1.1.1.*
 - *Code of Ethics Guideline 3 - Ethical Responsibilities to Colleagues - clause 3.2.2.*

Findings of Inquiry Panel:

On July 5, 2019, following a Joint Submission that the RSW had breached the MCSW's Standards of Practice and Code of Ethics, the Inquiry Panel accepted a Joint Submission on Penalty.

Following a determination that the RSW was guilty of professional misconduct, the Inquiry Panel made the following Orders:

Conditions were placed on the RSW's entitlement to practice as a social worker including:

1. The RSW will not engage in social work practice with individuals under the age of 18.
2. The RSW shall not engage in the private practice of social work.
3. The RSW is required to advise the College of any changes to his employment status.
4. The RSW's practice be subject to supervision.
5. The RSW shall advise all clients that he is practicing under supervision.

As per Section 53(1) of the *SWPA* the Panel accepted the joint proposal that the RSW pay to the College the sum of \$13,125.00 to recover a portion of the costs of the investigation and proceedings related to the complaint.