

## Re-Entry to Active Practice Policy

### **Purpose**

The role of the Manitoba College of Social Workers (MCSW/the College) is to protect the public by ensuring social workers provide safe, competent, and ethical social work services. To achieve this, Social Workers must meet and demonstrate minimum practice standards.

Where a Social Worker has not been actively practicing for a substantial period of time, an assessment is required to ensure the Social Worker is able to practice safely, competently, and ethically.

The Re-entry to Active Practice policy sets out requirements for:

- Applicants seeking registration following a lapse in social work practice of four (4) or more years
- Registrants who have been in the non-practicing category for four (4) or more years seeking to move to the practicing category (requesting a Certificate of Practice)
- Registrants who have engaged in social work practice for less than 1200 hours within the past 5 years

This policy does not apply to:

- Recent graduates from an accredited or approved social work program (within 4 years of graduation)
- Applicants for student membership

### **Definition:**

Active Practice: Social Workers who have practiced social work more than 1200 hours within the past 5 years, including volunteer hours

### **Assessment**

Applicants/Registrants who have not practiced social work as defined in the *Social Work Professions Act\** for a period of four (4) or more years, or report less than 1200 active practice hours within the past 5 years are required to undergo an individual assessment.

This assessment will consider:

- Qualifications
- Professional practice history, including past and present conduct
- Ongoing professional development
- Volunteer work in a social work capacity
- Length of time away from practice

Candidates may be required to provide additional information and/or complete additional evaluations to inform this assessment including but not limited to:

- Verification of recent education or training
- Verification of recent work or volunteer experience
- Performance evaluation records
- Professional references
- Social work licensing examination

## **Requirements**

Following the assessment, a candidate may be registered with one or more of the following re-entry conditions:

- MCSW-approved period of practice supervision
- MCSW-approved education/training, including the completion of a self-assessment and learning plan
- Conditions/Practice limitations

## ***Practice Supervision***

Supervision plays an important role in enhancing and supporting a Social Worker's practice. Social Workers are encouraged to seek supervision and use it to identify areas for growth and improvement in their practice.

The following are the requirements if Practice Supervision has been made a re-entry condition:

- Identify one or more potential supervisors who have experience supervising Social Workers using the MCSW Code of Ethics and Standards of Practice and are qualified in their field of practice as demonstrated by their education, experience, and membership in good standing with their associated regulatory body and/or professional association
- Request the potential supervisor(s) provide their resume and cover letter to the College, identifying how they meet the qualifications identified above
- Complete and sign the MCSW Authorization for the Exchange/Release of Information form authorizing communication between the College-approved supervisor and the College
- Seek evaluation and feedback on their performance from their supervisor in the delivery of social work services
- Engage in regular and consistent formal supervision with the College-approved supervisor at intervals determined by the Registrar
- Provide progress reports at intervals and in a form requested by the College
- Provide a summary of feedback from supervision reports/evaluations to the College upon request

## ***Education/Training***

All Social Workers registered in Manitoba must complete ongoing professional development training as identified through their Self-Assessments and Learning Plans as part of their Continuing Competence Program (CCP) requirements. Competence is maintained and acquired through reflective practice, lifelong learning, and integration of learning into practice.

The following are the requirements if Education/Training has been made a re-entry condition:

- Complete the Self-Assessment within the first 30-days of return to practice
- Use the Self-Assessment to create goals for the Learning Plan; complete the Learning Plan within the first 30-days of return to practice
- Complete MCSW Ethics E-Learning within the first 12-months of return to practice
- Completion of any other education/training mandated by the College

**Conditions/Practice Limitations**

In accordance with subsection 10(3) of the *Social Work Profession Act*, a registration may be made subject to any conditions/limitations that the registrar considers advisable. A member whose registration is subject to conditions must practice in accordance with those conditions. Conditions/limitations are listed on members' profiles, on the public registry.

In accordance with *the Act*, a registrant re-entering active practice may be subject to additional conditions/limitations beyond supervision and/or education/training if the registrar considers it advisable.

**Reference:**

\*The [Social Work Professions Act, Part 2](#) defines the practice of social work.