



EMPLOYER

ONTARIO COLLEGE OF SOCIAL WORKERS AND SOCIAL SERVICE WORKERS

COMMUNIQUE

VOLUME 2, NUMBER 1



IS SOMETHING MISSING FROM YOUR HIRE?

HOW TO FIND A SOCIAL WORKER OR SOCIAL SERVICE WORKER ON THE OCSWSSW PUBLIC REGISTER

Employing registered social workers (RSWs) and registered social service workers (RSSWs) demonstrates that you are committed to delivering **professional, ethical, qualified** and **accountable** care and services to the clients your organization serves. But how can you confirm whether or not the candidate you are thinking of hiring is registered with the College? The answer can be found with a simple click of a mouse!

As mandated by the *Social Work and Social Service Work Act, 1998*, the College maintains a Public Register, which can be accessed on the [College's website](#). The College's Online Register lists all RSWs and RSSWs in Ontario and includes information

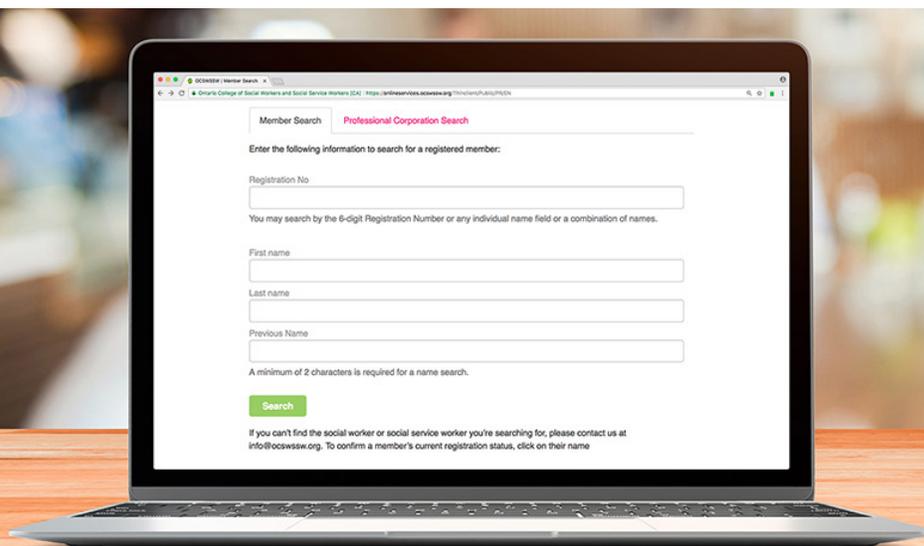
regarding a member's registration status, discipline history (if any) and current employer contact information. This is one of the ways the College fulfills its mandate of public protection. **CONT. PAGE 2**

IN ONTARIO, ONLY A REGISTERED COLLEGE MEMBER CAN USE THE TITLE OR HOLD THEMSELVES OUT AS A SOCIAL WORKER OR SOCIAL SERVICE WORKER.

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HOW DO I USE THE PUBLIC REGISTER?



To use the Public Register, follow these steps:

1. Visit the [College's Online Register](#).
2. Read the Public Register's Terms of Use. If you agree, check the "I agree to the Terms of Use" checkbox and click "SUBMIT," which will take you to the Public Register.
3. Search for an RSW or RSSW by entering at least one of the following: registration number, first name, last name or previous name.
4. Click the "Search" button to see the results.
5. Click the member's name to view their registration status and discipline history, if any.

Important Note: To determine whether or not an individual is currently a member of the College, you must click on their name to view their registration status and other relevant information.

CAN'T FIND THE INDIVIDUAL ON THE REGISTER?

If the person for whom you are searching does not appear on the College's Public Register, inquire further by addressing this with the candidate or by contacting the College at info@ocswssw.org.

THE BENEFITS OF HIRING REGISTERED COLLEGE MEMBERS

The College ensures all our registered members:

- Meet specific [registration and educational requirements](#).
- Adhere to the College's [Code of Ethics and Standards of Practice](#).
- Engage in [continued mandatory professional learning](#).

As an employer of a registered College member, you also have a certain level of protection in that the College enforces a rigorous [complaints and discipline process](#) if a member fails to conduct themselves in a professional or ethical manner.

Before you hire, make sure the candidate's name is not missing from our [Public Register](#). It's good practice to check!

ARE YOU A SAVVY EMPLOYER? TAKE THE COLLEGE KNOWLEDGE QUIZ AND FIND OUT!

The College is excited to announce a new interactive quiz designed to test your employer knowledge!

The College Knowledge Quiz is part of the College's ongoing employer campaign and will ensure you **don't miss out** on any of the value that registered social workers and registered social service workers bring to your organization.

Your decision to hire registered College members demonstrates your commitment to delivering **professional, ethical, qualified and accountable care and services to the clients you serve.**

TEST YOUR COLLEGE KNOWLEDGE AND TAKE THE QUIZ NOW!

PROCLAMATION OF THE CONTROLLED ACT OF PSYCHOTHERAPY: WHAT YOU NEED TO KNOW



The College is pleased to announce that long-awaited legislative changes concerning psychotherapy were proclaimed and came into force on December 30, 2017.

WHAT DOES THIS MEAN FOR EMPLOYERS?

These important developments affect your employees who practise psychotherapy and/or those who wish to use the title “psychotherapist.”

As of December 30, 2017, the following provisions related to the controlled act of psychotherapy were proclaimed into force:

- Provisions in the *Regulated Health Professions Act, 1991* setting out the controlled act of psychotherapy and authorizing members of OCSWSSW to perform it in compliance with the *Social Work and Social Service Work Act, 1998* (SWSSWA), its regulations and its bylaws; and
- The provision in the SWSSWA permitting OCSWSSW members who are authorized to perform the controlled act of psychotherapy to use the title “psychotherapist,” in compliance with certain conditions.

FOR MORE INFORMATION

Visit the [College's website](#) to learn more about the proclamation of the controlled act of psychotherapy, which includes the following:

- Who can perform the controlled act of psychotherapy
- [Practice Guidelines for Performing the Controlled Act of Psychotherapy](#)
- Information about the use of the title “psychotherapist”

Have a question? Contact the Professional Practice Department at practice@ocswssw.org.

MEMBERS OF THE COLLEGE MAY NOW PERFORM THE CONTROLLED ACT OF PSYCHOTHERAPY AND USE THE TITLE “PSYCHOTHERAPIST,” PROVIDED THEY DO SO IN COMPLIANCE WITH THE SWSSWA AND ITS REGULATIONS AND BYLAWS.

Q&A

CAN A REGISTERED SOCIAL WORKER OR REGISTERED SOCIAL SERVICE WORKER PERFORM THE CONTROLLED ACT OF PSYCHOTHERAPY?

Yes. As of December 30, 2017, members of the College are authorized to perform the controlled act of psychotherapy in compliance with the *Social Work and Social Service Work Act, 1998* and its regulations and bylaws.

Members must practise in accordance with the [Code of Ethics and Standards of Practice Handbook, Second Edition, 2008](#) as revised from time to time, which has been approved by bylaw. In order to determine if they are competent to perform the controlled act of psychotherapy, members should also review the [Practice Guidelines for Performing the Controlled Act of Psychotherapy](#), which were approved by the College's Council in December 2017 and are available on the College website.

PRACTICE GUIDELINES FOR PERFORMING THE CONTROLLED ACT OF PSYCHOTHERAPY

These [Practice Guidelines](#) are intended to assist members in applying the Standards of Practice and to alert them to the issues to consider when assessing their competence to perform the controlled act of psychotherapy. The Guidelines cover issues pertaining to the practice of the controlled act of psychotherapy, including the need for ongoing education and training to maintain competence and the importance of supervision and consultation. The Guidelines also emphasize that psychotherapy is not an entry-to-practice competency.

We encourage employers to review the Guidelines as well!



EMPLOYER ROUNDTABLES TAKE THE COLLEGE TO THUNDER BAY AND WINDSOR



In 2017, the College successfully hosted its first series of Employer Roundtables in Thunder Bay and Windsor as part of its [Strategic Plan](#) to strengthen stakeholder and public awareness.

Employer Roundtables provide an opportunity for employers to:

- Learn about the College and its ongoing public protection mandate.
- Understand the importance and value of College registration.
- Discuss the challenges and barriers to hiring social workers and social service workers.
- Share ideas and feedback about how the College can better support employers.

The interactive events facilitated by College Registrar Lise Betteridge, RSW, and Deputy Registrar Laura Sheehan attracted employers from various organizations and sectors in the Thunder Bay and Windsor regions.

THUNDER BAY

On June 27, the College hosted its inaugural Employer Roundtable and welcomed 19 employers. The College was also pleased to note that Council members Lisa Seburn, RSW, and Lisa Foster, Public Member, were in attendance.

Employers were encouraged to complete a post-event survey and results showed that 86% of participants agreed that the roundtable discussion gave them a better understanding of the role of the College.

One participant stated, *"I feel both facilitators listened to the ideas presented and were respectful of each and every person during the discussion."*

WINDSOR

The College continued its outreach initiative and hosted its second employer roundtable in Windsor on November 2. The event generated great interest from employers, with 26 participants in attendance. The College was also pleased to welcome Council members Frances Keogh, RSW; Mukesh Kowlessar, RSW; and Rick Lamb, Public Member, in attendance.

Participant feedback from the post-event survey showed that attendees appreciated the College's outreach initiative for employers.

The feedback gathered during discussions at both roundtables and in the post-event surveys has given the College valuable insight into the challenges encountered by current and future employers of social workers and social service workers. The College will continue to enhance its stakeholder relationships, in particular with employers, and will provide further outreach opportunities going forward.

**STAY TUNED FOR
DETAILS REGARDING OUR
UPCOMING EMPLOYER
ROUNDTABLES IN 2018!**

EMPLOYER RESOURCES



Employers play an important role in helping the College fulfill its mandate of public protection. Educational tools and resources are available to employers on the College website at ocswssw.org. Click the links below to learn more.

CODE OF ETHICS AND STANDARDS OF PRACTICE

Employers may refer to the *Code of Ethics and Standards of Practice Handbook, Second Edition, 2008* to understand their employees' professional obligations and to inform agency policies and practices.

PHIPA TOOLKIT

The *Personal Health Information Protection Act* Toolkit was developed to assist social workers and social service workers in understanding this complex legislation and their responsibilities under this Act.

THE ONLINE REGISTER

Verify a member's registration status using the College's accessible, easy-to-use Online Register.

PRACTICE GUIDELINES

The College develops Practice Guidelines to assist members and employers in interpreting and applying the College's Standards of Practice in specific areas.

MANDATORY REPORTS

Under the *Social Work and Social Service Work Act, 1998*, employers of social workers and social service workers have mandatory reporting obligations.

CONTINUING COMPETENCE PROGRAM (CCP)

Support your employees in completing their annual CCP.

PRACTICE NOTES

Covering a range of topics, Practice Notes are designed as an educational tool to assist members and employers in gaining a better understanding of how the Standards of Practice may apply to recurring issues in everyday practice.

HIRING REGISTERED SOCIAL WORKERS AND REGISTERED SOCIAL SERVICE WORKERS

Watch this video to find out the value of hiring registered social workers and registered social service workers.

PERSPECTIVE NEWSLETTER

The official member publication of the Ontario College of Social Workers and Social Service Workers.

For a full list of College resources and publications, click [here](#).