



Ontario College of  
Social Workers and  
Social Service Workers

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Social Workers and  
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ANNUAL REPORT 2005

A large, stylized illustration of a hand holding a plant. The hand is rendered in shades of green and pink, with the fingers curled around a thick, vertical stem. The stem is topped with three large, light green leaves. The background is a solid green color, and the bottom of the image features a pink and brown wavy border.

committed to  
responsible growth

## Joint letter from the President and Registrar



Rachel Birnbaum,  
Ph.D, RSW  
President



Glenda McDonald,  
M.S.W., RSW  
Registrar

"Our development has been focused and fast...  
...and has given us a strong foundation to  
move forward."

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The theme for this year's Annual Report, *Committed to Responsible Growth*, reflects not only the growth the College has undergone since its inception in 2000, but also its future development as a regulatory body. It emerged as a theme at the strategic planning session that took place in 2005 giving Council the opportunity to take stock of our accomplishments to date and set out a plan to move forward with our mandate to protect the interest of the public while promoting excellence in practice for our members. The College, under the stewardship of Council, is eager to continue its work over the coming year and is pleased to report on the following highlights from the past year:

- We participated in the five-year review of the *Social Work and Social Service Work Act, 1998*. The review enabled us to evaluate our progress to date and focus on maximizing the achievement of our objectives of public protection, quality social work and social service work services and accountability.
- In July, our office moved to its new premises. The move allowed us to anticipate our growth over the next ten years.
- We held our second annual Education Day in conjunction with the Annual Meeting. For the first time, the event was available via webcast for those members unable to attend in person.
- We produced a toolkit for members to assist them in understanding their responsibilities under the *Personal Health Information Protection Act, 2004*.
- We participated in public consultations initiated by the Health Professions Regulatory Advisory Council (HPRAC) regarding the potential regulation of psychotherapy and the review of the *Regulated Health Professions Act, 1991*.
- Council also underwent changes in 2005 as we welcomed five new members to the table. Subsequently there were several changes in the membership of the Statutory Committees, including the election of a new President in October.

As you can see, 2005 was undoubtedly a year of assessment, change and progress for the College. It is at this critical juncture in our history that we will move forward with the knowledge and experience we have gained and continue our growth in a responsible and accountable manner. We would like to thank the Council and staff for their commitment and hard work over the past year. We look forward to what the future holds as we continue to grow and realize our full statutory responsibilities.

## Executive Committee



Rachel Birnbaum, RSW  
President

- The Executive Committee provides leadership to Council and facilitates its efficient and effective functioning. As such, the majority of matters considered by the Executive Committee have been reported elsewhere in the Annual Report.
  - The Executive Committee acts on behalf of Council in between Council meetings.
  - The Committee receives and reviews reports from the investigation of mandatory reports concerning the conduct or actions of College members and makes referrals to the Discipline and Fitness to Practise Committees of the College.
  - The Committee's mandate also includes the approval of the Registrar's appointment of investigators.
- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• <b>Mandatory Reports</b></li> </ul>   | <ul style="list-style-type: none"> <li>• <b>Disposition</b></li> </ul>   |
| <ul style="list-style-type: none"> <li>2000 – 3 reports</li> <li>2001 – 4 reports</li> <li>2002 – 3 reports</li> <li>2003 – 8 reports</li> <li>2004 – 10 reports</li> <li>2005 – 8 reports</li> <li>Total to the end of 2005 – 36 reports</li> </ul> | <ul style="list-style-type: none"> <li>Referrals to Discipline Committee – 3</li> <li>Interim Orders<sup>1</sup> – Suspension – 1</li> <li>Other Action<sup>2</sup> – 10</li> <li>No Action – 12, including 4 non-member reports</li> <li>Ongoing investigations – 11</li> </ul> |
|  | <p><sup>1</sup> A referral to the Discipline Committee is a statutory prerequisite for an Interim Order</p> <p><sup>2</sup> i.e., Remedial advice, undertaking, etc.</p>   |

## Discipline Committee



Lisa Barazzutti,  
Public Member  
Chair

- In 2005, the Committee received three referrals. To date, the College has received seven referrals of allegations of professional misconduct on the part of six members of the College. Four of these remain outstanding.

## Nominating Committee



Mary Ciotti, RSW  
Chair

- The Committee met after the election of the Executive Committee and made recommendations for Committee appointments which were submitted to Council for approval.

## Complaints Committee



Judy Shanks, RSSW  
Chair

- **Complaints received**  
The number of complaints received to date:  
2000 – 14 complaints  
2001 – 27 complaints  
2002 – 37 complaints  
2003 – 30 complaints  
2004 – 62 complaints  
2005 – 44 complaints  
Total – 214 complaints
- **Complaints disposed of**  
The decisions issued to date are:  
– 90 procedural/jurisdictional decisions and reasons  
– 76 final decisions and reasons  
– Total – 166 issued decisions, including four referrals to the Discipline Committee of the College, and seven decisions requiring the member to appear before the Complaints Committee to be cautioned.

## Registration Appeals Committee



John Pretti, RSW  
Chair

- The Committee held 13 meetings in 2005 including two teleconferences and an orientation session for committee members.
- **Requests for reviews received**  
2001 – 49 requests received  
2002 – 1 request received  
2003 – 22 requests received  
2004 – 19 requests received  
2005 – 34 requests were received: two decisions and reasons were issued; the process began on 11 requests for review; and 14 decisions and reasons were issued on requests for reviews received prior to 2005.

## Election Committee



Mukesh Kowlessar, RSSW  
Chair

- The Committee held three meetings in person and four teleconferences.
- The Committee reviewed all election documents, revised the election procedures and participated in a training program for scrutineers and committee members.
- In response to feedback from members, the voter signature on the outside of the return envelope is no longer required.
- In the May 26th election, two social workers were elected and two social service workers were acclaimed to serve three-year terms in Electoral District No. 3.

## Standards of Practice Committee



Shelley Hale, RSSW  
Chair

- The Committee held one meeting and participated in two teleconferences.
- Based on recommendations from the consultation with members, the Committee continued to draft and consolidate revisions to the standards of practice.
- The Committee honed four new sets of guidelines on various areas of practice.
- The legal review of the standards of practice and the guidelines began in late 2005.
- The Committee continued to revise the Continuing Competence Program based on recommendations from the pilot project with members, including revisions to the self-assessment tool.

## Finance Committee



Joanne Turner, RSW  
Chair

- The Committee held seven meetings in 2005.
- The Committee drafted an Investment Policy, which was approved by Council in May 2005.
- The Committee oversaw the selection, lease negotiations, build out and move to the new College premises.
- The Committee drafted a new 5-year Business Plan for the College (2006 – 2010), which was approved by Council in early 2006.
- The Committee worked with the Registrar on the development of the budget for 2006, which was presented to and approved by Council on November 25, 2005.

## Fitness to Practise Committee



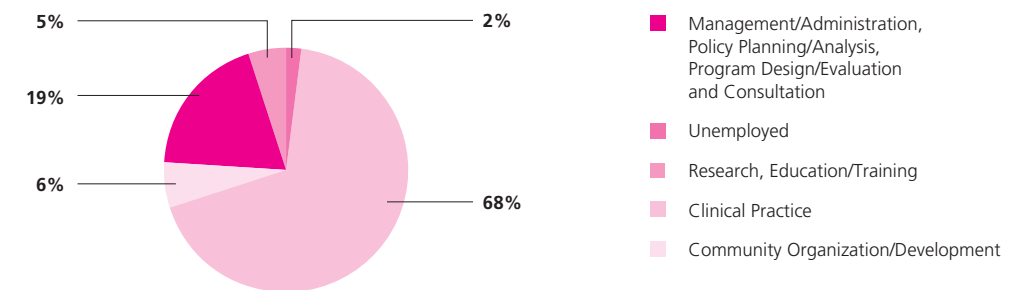
Lisa Barazzutti,  
Public Member  
Chair

- There were no referrals to the Fitness to Practise Committee in 2005.

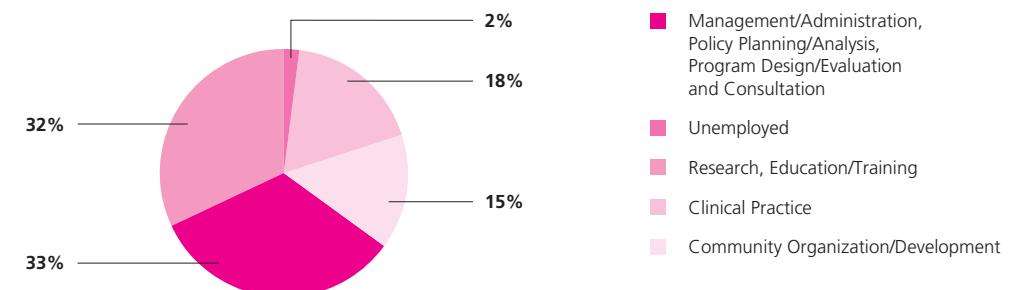
## Status of Members

Current Status of Members	Year of Registration						Total
	2000	2001	2002	2003	2004	2005	
Registered SW	5,031	1,301	970	1,089	820	805	10,016
Suspended SW	427	153	70	77	41	0	768
Resigned SW	413	116	51	49	39	6	674
Deceased SW	3	5	3	8	8	10	37
Registered SSW	233	91	82	190	153	147	896
Suspended SSW	159	80	32	49	31	0	351
Resigned SSW	82	41	12	23	6	4	168
Deceased SSW	2	1	0	1	0	1	5
Registered SW/SSW	32	2	7	5	7	3	56
Suspended SW/SSW	3	0	0	2	0	0	5
Resigned SW/SSW	3	0	0	0	0	0	3
Deceased SW/SSW	0	0	1	0	0	0	1
<b>Total Registered Members</b>	<b>5,296</b>	<b>1,394</b>	<b>1,059</b>	<b>1,284</b>	<b>980</b>	<b>955</b>	<b>10,968</b>
<b>Total Registered Suspended Members</b>	<b>589</b>	<b>233</b>	<b>102</b>	<b>128</b>	<b>72</b>	<b>0</b>	<b>1,124</b>
<b>Total Registered and Suspended</b>	<b>5,885</b>	<b>1,627</b>	<b>1,161</b>	<b>1,412</b>	<b>1,052</b>	<b>955</b>	<b>12,092</b>
<b>Total Members</b>	<b>5,296</b>	<b>6,690</b>	<b>7,749</b>	<b>9,033</b>	<b>10,013</b>	<b>10,968</b>	<b>10,968</b>
<b>Total Members (incl. suspended)</b>	<b>5,885</b>	<b>7,512</b>	<b>8,673</b>	<b>10,085</b>	<b>11,137</b>	<b>12,092</b>	<b>12,092</b>

## Primary Employment Function—Registered Social Workers



## Primary Employment Function—Registered Social Service Workers





### College Council

Mary Ciotti, RSW	Rachel Birnbaum, RSW	Sue-Ellen Merritt, RSSW
Roman Delicart, RSSW	Sylvia Pusey, Public Member	Judy Shanks, RSSW
Lisa Barazzutti, Public Member	Zita Devan, Public Member	Joe Fecht, RSW
Patricia Spindel, Public Member	Anita Gupta, Public Member	Joanne Turner, RSW
Norman MacLeod, Public Member	Geneviève Côté, RSW	Michael Kopot, RSW
Susan Clark, Public Member	John Pretti, RSW	Mukesh Kowlessar, RSSW

Absent are:

Kevin Kennedy, RSSW	Colleen Zakoor, RSSW	Shelley Hale, RSSW
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Absent are the following Council members with terms ending in 2005:

Muriel Hill, Public Member	Marianne Park, Public Member	Marco Ventola, Public Member
Jai Mills, RSSW	Diane Thompson, Public Member	

### Non-Council Committee Members

The following individuals are currently active as non-Council committee members or completed their terms in 2005:

Linda Chodos, RSW Standards of Practice Committee	Paula Klein, RSW Discipline Committee and Fitness to Practise Committee	Elaine Sauriol, RSW Standards of Practice Committee
Gary Cockman, RSSW Registration Appeals Committee & Standards of Practice Committee	Beth McCarthy-Kent, RSW Complaints Committee	Glenn Thompson, RSW Finance Committee
Suzanne Hainer, RSSW Standards of Practice Committee	John Newman, RSSW Standards of Practice Committee	Judith Tremblay, RSW Registration Appeals Committee



### Executive Committee

Norman MacLeod, Public Member Second Vice-President	Zita Devan, Public Member	Joe Fecht, RSW
Rachel Birnbaum, RSW President	Sue-Ellen Merritt, RSSW First Vice-President	Mukesh Kowlessar, RSSW



### College Staff

Elaine Hall	Ema Sevdina	Frances Ma
Yvonne Doyle	Glenda McDonald	Nadira Singh
Marlene Zagdanski	Gail Vormaworh	Anastasia Kokolakis
Pamela Blake	Pat Lieberman	Eva Yueh
Anne Vezina	Trudy Langas	Mindy Coplevitch
Catherine Painter	Lynda Belouin	
Absent are:		
Susanne Pacheco	Angella Rose	

# Auditor's Report

To the Ontario College of Social Workers and Social Service Workers

We have audited the statement of financial position of Ontario College of Social Workers and Social Service Workers as at December 31, 2005 and the statements of changes in net assets, operations and cash flows for the year then ended. These financial statements are the responsibility of the College's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2005 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



Soberman, LLP  
Chartered Accountants

Toronto, Canada  
March 1, 2006

## Statement of Financial Position

At December 31	2005	2004
<b>ASSETS</b>		
<b>Current</b>		
Cash	\$2,219,771	\$3,807,905
Short-term investments	902,226	576,380
Interest receivable	375	109
Prepaid expenses and sundry	23,836	58,106
	3,146,208	4,442,500
<b>Long-term investments</b>	4,503,116	2,337,175
<b>Equipment</b>	776,307	440,054
	\$8,425,631	\$7,219,729
<b>LIABILITIES</b>		
<b>Current</b>		
Accounts payable and accrued charges	\$51,266	\$27,804
Deferred revenue	1,897,457	2,178,519
	1,948,723	2,206,323
<b>Commitments</b>		
<b>NET ASSETS</b>		
Net assets invested in capital assets	776,307	440,054
Unrestricted net assets	5,700,601	4,573,352
	6,476,908	5,013,406
	\$8,425,631	\$7,219,729

## Statement of Operations

Year ended December 31	2005	2004
<b>Registration and application fees</b>	\$4,057,865	\$3,895,345
<b>Expenses</b>		
Salaries and benefits	1,251,726	1,175,155
Legal	336,149	269,456
Advertising and promotion	211,178	128,970
Premises rent	197,290	139,909
Council and committee meetings	166,220	143,041
Bank charges	69,376	63,067
Postage and courier	68,769	66,433
Printing and stationery	52,885	45,125
Office supplies	40,631	30,189
Election	40,047	28,547
Insurance	26,393	26,154
Moving	24,376	-
Legislation review submission	24,272	-
Leasing and maintenance	20,438	48,600
Consulting	18,848	34,905
Professional development	17,705	23,591
Audit and accounting	15,617	13,311
Telephone	14,215	13,486
Translation	11,032	5,291
Website	9,578	4,309
Communications to establish college	8,448	1,858
Travel	6,240	6,119
Drafting regulations and bylaws	3,590	19,543
Standards consultation	173	49,824
Develop registration process	-	3,302
Amortization	191,842	161,671
	2,827,038	2,501,856
<b>Excess of revenue over expenses before other income</b>	1,230,827	1,393,489
<b>Other income (expenses)</b>		
Interest	214,138	151,140
Realized gain on sale of investments	26,330	-
Other	4,904	2,420
Loss on disposal of equipment	(12,697)	(1,549)
	232,675	152,011
<b>Excess of revenue over expenses</b>	\$1,463,502	\$1,545,500

Complete audited statements are available from the office of the Registrar

"Positioning the College for sustainability and effectiveness..."

...will enhance the credibility and skills of our members."

