

Joint Message from the President and Registrar

It is difficult to sum up a year's worth of work into one report, yet the process allows us to look back at our accomplishments and set goals for the coming year. This year's theme — *Building on a Solid Foundation* — was chosen because a number of accomplishments were realized this year, further strengthening the College's mandate to regulate the professions in the public interest and to promote excellence in practice for our members.

Early in 2006, Council approved two "foundational" plans, which will guide the work of the College over the next several years. The 2005-2008 strategic plan was approved in March and the 2006-2010 business plan was approved in May. As promised, the new business plan carefully considered the matter of membership fees. As a result, Council approved a \$30.00 reduction in the registration fee and annual fee for members of the College. Additionally, Council approved a "new graduate" fee, which results in a further \$100.00 reduction for those applying as new graduates of social work and social service work programs.

Joint Message from the President and Registrar

In June, Council appointed Carolyn Daniels as the College's first Deputy Registrar. This position is responsible for the membership and registration portfolios of the College's operations and their related statutory functions.

This change will enable the Registrar to focus on the implementation of the strategic plan, including increasing the public visibility of the College and the development and maintenance of stakeholder relations.

At its September meeting, Council approved an inactive category of membership which will require an amendment to the Registration Regulation made under the *Social Work and Social Service Work Act*. The College looks forward to working with the Ministry of Community and Social Services to accomplish this legislative change.

November 2006 saw a major milestone in the history of the College, with the release of the final report on the five year review of the *Social Work and Social Service Work Act*. After reviewing 97 written submissions

and holding various stakeholder consultations, the Ministry concluded that the legislative framework set out in the Act accomplishes the objectives of public protection, quality social work and social service work practice and accountability. The report also confirms that the scope of practice is the responsibility of the College and the professions, and that the public interest is well served by the title protection provision. A number of technical issues, proposed by the College, were supported by the Ministry to improve the operations of the College in carrying out its roles and responsibilities to protect the public interest.

These highlights represent only a snapshot of the work of Council and staff in 2006. A number of other accomplishments are detailed throughout this report. We would like to thank Council and staff for their dedication and perseverance in accomplishing our goals and look forward to another successful year.



Rachel Birnbaum, Ph.D., RSW
PRESIDENT



Glenda McDonald, M.S.W., RSW
REGISTRAR AND
CHIEF EXECUTIVE OFFICER

2006 Accomplishments

- Hosted over 400 members and guests at the 2006 Annual Meeting & Education Day
- Approved two programs as equivalent to a social service worker program at an Ontario College of Applied Arts and Technology
- Participated in a consultation to review the program standards of social service worker programs undertaken by the Ministry of Training, Colleges and Universities
- Responded to numerous pieces of proposed legislation affecting the College
- Took part in consultation and information sessions held by the Health Professions Regulatory Advisory Council regarding the review of the *Regulated Health Professions Act* and the regulation of psychotherapy and personal support workers
- Completed the legal review of the revised Standards of Practice and additional practice guidelines
- Conducted information sessions to members and students across the province
- Registered 876 new social work and social service work members
- Received and responded to 682 Public Register requests
- Attained a 95% membership renewal rate

solid foundation

COMMITTEE ACTIVITY REPORTS

Executive Committee

- 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 on elsewhere in this Annual Report.
- All members elected to the Committee in 2005 were re-elected by Council in September 2006, thus providing continuity and stability.
- 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.



Rachel Birnbaum, RSW
PRESIDENT

Mandatory Reports		Disposition	
2000	3 reports	Referrals to Discipline Committee	4
2001	4 reports	Referrals to Complaints Committee	1
2002	3 reports	Interim Orders ¹ – Suspension	1
2003	8 reports	Other Action ²	15
2004	10 reports	No Action	12
2005	8 reports	including non-member reports	4
2006	15 reports	Ongoing investigations	19
Total to the end of 2006		51 reports	

Governance Committee

- The Committee met five times in 2006.
- The Committee reviewed and confirmed the Governance Model adopted by the College.
- The Committee recommended changes to the process for the election of members to the Executive Committee which were approved by Council in May 2006 and implemented in September 2006.
- The Committee reviewed 18 governance policies and recommended changes which were brought to Council for approval.



Zita Devan, Public Member
CHAIR

Nominating Committee

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



Patricia Spindel, Public Member
CHAIR

¹ A referral to the Discipline Committee is a statutory prerequisite for an Interim Order

² i.e., Remedial advice, Undertaking, etc.

Fitness to Practise Committee

- There have been no referrals to the Fitness to Practise Committee.

Discipline Committee

- The Discipline Committee has received nine referrals of allegations of professional misconduct on the part of eight members of the College. Five of these remain outstanding.



Lisa Barazzutti, Public Member
CHAIR

Complaints Committee

Complaints received

The number of complaints received to date is as follows:

2000	14 complaints
2001	27 complaints
2002	37 complaints
2003	30 complaints
2004	62 complaints
2005	44 complaints
2006	41 complaints
Total	255 complaints

Complaints disposed of

Decisions issued:

Procedural/jurisdictional decisions and reasons	113
Final decisions and reasons	105
Total of decisions issued including five referrals to the Discipline Committee of the College, and seven decisions requiring the member to appear before the Complaints Committee to be cautioned.	218



Joe Fecht, RSW
CHAIR

Election Committee

- The Committee held eight meetings in 2006.
- On May 25, 2006, Joanne Turner, RSW and Mary Ciotti, RSW were re-elected as Council members and Roman Delicart, RSSW and Sue-Ellen Merritt, RSSW were acclaimed as Council members for a term of three years.
- The Committee reviewed the election documents and participated in a training program for committee members and scrutineers.
- The Committee reviewed the request for recount fee of \$250 and determined that it was fair and directed that candidates be made aware of the detailed and transparent process the College uses in its counting procedures.



Mary Ciotti, RSW
CHAIR

Standards of Practice Committee

- The Committee reviewed the opinions from legal counsel about the proposed revisions to the standards of practice and new practice guidelines and provided direction to legal counsel about further revisions.
- Stakeholder groups were identified to provide feedback about the revised standards and practice guidelines.
- Cathexis Consulting Inc. was selected by the Committee to conduct phase 2 of the consultation with members and stakeholders regarding the standards of practice and practice guidelines.



Shelley Hale, RSSW
CHAIR

Finance Committee

- The Committee held seven meetings in 2006.
- The Committee concluded the drafting of a five-year business plan which included the reduction in membership fees that was approved by Council in May 2006.
- The Committee regularly reviews the College's long-term investment portfolio and met with the portfolio manager in April 2006.
- The Committee drafted three options for implementing an inactive class of membership, one of which was approved by Council in September 2006.
- The Committee reviewed the draft budget for 2007 prepared by the Registrar and Deputy Registrar, which was presented to and approved by Council on December 4, 2006.



Joanne Turner, RSW
CHAIR

Registration Appeals Committee

- The Committee held 12 meetings in 2006, one of which was a teleconference. In addition, three panels were convened to review requests.

Requests for reviews received

2001	49 requests
2002	1 request
2003	22 requests
2004	19 requests
2005	34 requests
2006	10 requests

Status of reviews in 2006

Decisions with reasons issued on requests received prior to 2006	18
Decisions in principle approved on requests received prior to 2006	5
Withdrawals received	2
Reviews in progress received prior to 2006	4
Reviews in progress received in 2006	1

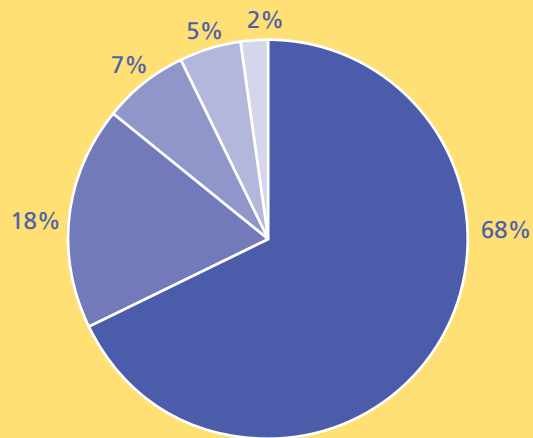


John Pretti, RSW
CHAIR

Status of Members

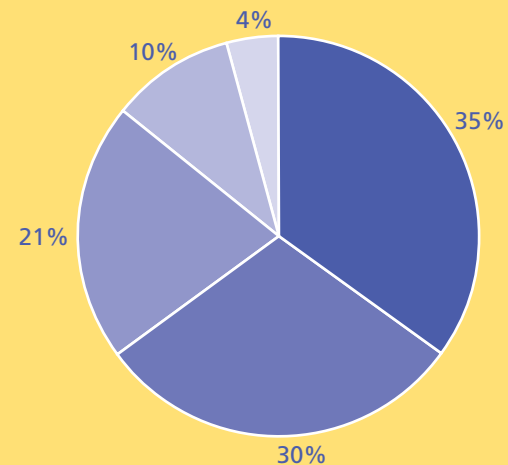
CURRENT STATUS OF MEMBERS	YEAR OF REGISTRATION (AT DEC. 31, 2006)							Total
	2000	2001	2002	2003	2004	2005	2006	
Registered SW	4,866	1,263	922	1,018	755	739	726	10,289
Suspended SW	487	171	92	108	71	31	0	960
Resigned SW	505	124	73	86	70	38	3	899
Deceased SW	3	5	3	8	8	10	3	40
Registered SSW	204	86	75	160	124	115	145	909
Suspended SSW	168	84	37	61	52	23	0	425
Resigned SSW	97	40	14	38	12	12	1	214
Deceased SSW	2	1	0	1	0	1	0	5
Registered SW/SSW	30	2	7	5	7	3	5	59
Suspended SW/SSW	4	0	0	2	0	0	0	6
Resigned SW/SSW	3	0	0	0	0	0	0	3
Deceased SW/SSW	0	0	1	0	0	0	0	1
Total Registered Members	5,100	1,351	1,004	1,183	886	857	876	11,257
Total Registered Suspended Members	659	255	129	171	123	54	0	1,391
Total Registered and Suspended	5,759	1,606	1,133	1,354	1,009	911	876	12,648
Total Members	5,100	6,451	7,455	8,638	9,524	10,381	11,257	11,257
Total Members (incl. suspended)	5,759	7,365	8,498	9,852	10,861	11,772	12,648	12,648

Primary Employment Function Registered Social Workers



- Clinical Practice
- Management/Administration, Policy Planning/Analysis, Program Design/Evaluation and Consultation
- Community Organization/Development
- Research, Education/Training
- Unemployed

Primary Employment Function Registered Social Service Workers



- Clinical Practice
- Community Organization/Development
- Management/Administration, Policy Planning/Analysis, Program Design/Evaluation and Consultation
- Research, Education/Training
- Unemployed

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, 2006 and the statements of operations, changes in net assets 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, 2006 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Selkman LLP

Chartered Accountants
Licensed Public Accountants

Toronto, Canada
March 2, 2007

Statement of Operations

Year ended December 31	2006	2005
Registration and application fees	\$4,197,980	\$4,057,865
Expenses		
Salaries and benefits	1,484,375	1,251,726
Legal	469,667	336,149
Premises rent	285,348	197,290
Council and committee meetings	179,979	166,220
Advertising and promotion	117,073	219,626
Consulting	110,370	19,021
Bank charges	76,670	69,376
Postage and courier	68,808	68,769
Leasing and maintenance	57,353	20,438
Professional development	45,338	17,705
Office supplies	45,176	40,631
Printing and stationery	37,874	52,885
Insurance	27,848	26,393
Election	20,534	40,047
Telephone	19,990	14,215
Audit and accounting	14,251	15,617
Drafting regulations and by-laws	10,603	3,590
Travel	8,037	6,240
Translation	5,474	11,032
Website	3,710	9,578
Moving	-	24,376
Legislation review submission	-	24,272
Amortization	226,929	191,842
	3,315,407	2,827,038
Excess of revenue over expenses before other income	882,573	1,230,827
Other income (expenses)		
Interest	301,583	214,138
Other	1,983	4,904
Loss on disposal of equipment	(1,517)	(12,697)
Realized gain on sale of investments	-	26,330
	302,049	232,675
Excess of revenue over expenses	\$1,184,622	\$1,463,502

Complete audited statements are available from the office of the Registrar

Statement of Financial Position

At December 31	2006	2005
ASSETS		
Current		
Cash	\$1,750,662	\$2,219,771
Short term investments	1,731,802	902,226
Prepaid expenses and sundry	28,991	24,211
	3,511,455	3,146,208
Long term investments	5,504,906	4,503,116
Equipment and leaseholds	638,114	776,307
	\$9,654,475	\$8,425,631
LIABILITIES		
Current		
Accounts payable and accrued charges	\$120,431	\$51,266
Deferred revenue	1,872,514	1,897,457
	1,992,945	1,948,723
Commitments		
NET ASSETS		
Net assets invested in capital assets	638,114	776,307
Unrestricted net assets	7,023,416	5,700,601
	7,661,530	6,476,908
	\$9,654,475	\$8,425,631



College Council

FRONT ROW (FROM LEFT TO RIGHT):

Susan Clark, PUBLIC MEMBER

Rachel Birnbaum, RSW

Lisa Barazzutti, PUBLIC MEMBER

Geneviève Côté, RSW

MIDDLE ROW:

Zita Devan, PUBLIC MEMBER

Patricia Spindel, PUBLIC MEMBER

Roman Delicart, RSW

Kevin Kennedy, RSW

Mukesh Kowlessar, RSW

Norman MacLeod, PUBLIC MEMBER

Sylvia Pusey, PUBLIC MEMBER

BACK ROW:

Joe Fecht, RSW

Shelley Hale, RSW

John Pretti, RSW

Michael Kopot, RSW

Anita Gupta, PUBLIC MEMBER

Colleen Zakoora, RSW

ABSENT:

Mary Ciotti, RSW

Sue-Ellen Merritt, RSW

Judy Shanks, RSW

Joanne Turner, RSW

Non-Council Committee Members

The following individuals are currently active as non-Council committee members:

Linda Chodos, RSW
STANDARDS OF PRACTICE
COMMITTEE

Gary Cockman, RSW
REGISTRATION APPEALS
COMMITTEE & STANDARDS
OF PRACTICE COMMITTEE

Suzanne Hainer, RSW
STANDARDS OF PRACTICE
COMMITTEE

Paula Klein, RSW
DISCIPLINE COMMITTEE &
FITNESS TO PRACTISE COMMITTEE

Beth McCarthy, RSW
COMPLAINTS COMMITTEE

John Newman, RSW
STANDARDS OF PRACTICE
COMMITTEE

Elaine Sauriol, RSW
STANDARDS OF PRACTICE
COMMITTEE

Glenn Thompson, RSW
FINANCE COMMITTEE



College Staff

FRONT ROW (FROM LEFT TO RIGHT):

Anastasia Kokolakis

Eva Yueh

Pat Lieberman

Catherine Painter

Susanne Pacheco

MIDDLE ROW:

Frances Ma

Glenda McDonald

Yvonne Doyle

Angella Rose

Mindy Coplevitch

Pamela Blake

Elaine Hall

BACK ROW:

Trudy Langas

Anne Vezina

Richard Tozak

Carolyn Daniels

Marlene Zagdanski

Emma Sevdina

ABSENT:

Lynda Belouin

Nadira Singh

Executive Committee

FROM LEFT TO RIGHT:

Zita Devan, PUBLIC MEMBER

Joe Fecht, RSW

Rachel Birnbaum, RSW
PRESIDENT

Norman MacLeod, PUBLIC MEMBER
SECOND VICE-PRESIDENT

Mukesh Kowlessar, RSW

ABSENT:

Sue-Ellen Merritt, RSW
FIRST VICE-PRESIDENT





Ontario College of
Social Workers and
Social Service Workers

annual report 2006

Ontario College of Social Workers and Social Service Workers

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building on a solid foundation