
NOVA SCOTIA ASSOCIATION OF SOCIAL WORKERS

FRPA Review Report

Province of Nova Scotia

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Background of the Regulatory Body

Definition of the Profession

In 2014, The International Federation of Social Workers and The International Association of Schools of Social Work agreed on the following definition:

Social work is a practise-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge, social work engages people and structures to address life challenges and enhance wellbeing.

The Organization

The Nova Scotia Association of Social Workers (NSASW; the Association) is the only professional association of social workers in the province. It represents more than 1,600 social workers working in very diverse settings including child and adult protection, income assistance, corrections, health care agencies, education, and the justice system. Members work in large institutions, in private practice, in community-based settings and with not-for-profit organizations. The Association also has more than 200 members who are listed as inactive (retired or on leave) who keep in touch with the Association and the profession.

The Association provides membership services to social workers such as professional development, a code of ethics, standards of practice, and regulations pursuant to the legislation that governs the practise of social work in the province. The Association also provides a base for members to work on social issues and advocate for changes in social policy.

The governance of the Association consists of an elected 18-member council made up of regional representatives, officers, and representatives of students and faculty from the two schools of social work in the province (Dalhousie University and Université Sainte Anne). The regions represented by council members are: Cape Breton, North Shore, Colchester, Cumberland, Halifax, Annapolis Valley, South Shore, and Fundy Shore.

The *Social Workers Act* provides for a regulatory body, the Board of Examiners, which consists of nine social work members of NSASW (these members are appointed by NSASW Council) and three public government appointees. The Board and staff work together to ensure the protection of the public for citizens seeking the services of skilled, ethical and competent social work professionals.

The Association is a member of the Canadian Council of Social Work Regulators (CCSWR), an organization involving all provincial social work regulatory bodies in Canada; the Association of Social Work Boards (ASWB), the body representing all social work regulators in Canada and the United States; and the Canadian Association of Social Workers (CASW). CASW was founded in 1926 and is currently a federation of eight provincial and territorial associations. CASW provides national leadership and promotes and strengthens the social work profession in Canada. Through its affiliation with CASW, the NSASW is part of the International Federation of Social Workers founded in 1956. In 2014, the International Federation had more than 110 member countries. In

addition to publishing a newsletter, position and research papers, an international symposium is held every two years.

Staffing

Executive Director (1 FTE)

Registrar (1 FTE)

Program and Member Services (.6 FTE)

Administrative Staff (3 FTE)

Types of Licences/Certificates Issued

RSW Registered Social Worker

RSW PP Registered Social Worker Private Practitioner

SWC Social Worker Candidate

New Members in 2013

- Social Worker Candidates - 94
- Registered Social Workers (including those in private practice) – 31

Labour Market Outlook

The employment outlook for this occupational group is fair, which indicates the chances of a qualified individual finding work is around average.

The estimated job openings due to growth and retirements between 2011 and 2016 is 278.¹

Registration Practices

Registration requirements and criteria are outlined below.

Application process for registering as a Social Worker Candidate (SWC) or a Registered Social Worker (RSW):

Application to Register in Nova Scotia with International Credentials: Individuals with social work credentials from a school outside of Canada may be eligible for registration as a RSW or SWC in Nova Scotia. The Applicants' credentials will be assessed and reviewed by the Board of Examiners. Based on the information provided in the application, the Board will determine the registration status.

Applicants who are Graduates of Canadian Social Work Degree Grating Programs Acceptable to the Board of Examiners: Individuals may submit a completed application package to the Board for registration to practice social work in Nova Scotia. Based on the information provided in the application, the Board will determine the registration status.

¹ Source: Canadian Occupational Projection System (COPS); NS Department of Labour & Advanced Education & Service Canada, 2011

The following documents must accompany the completed application form (on the website):

- Up-to-date resume
- Job description, if employed
- University transcript (BSW/MSW) sent from university directly to the Board (subsequent to being granted degree) or letter from school of social work confirming completion of BSW/MSW degree program (if social work degree program is completed and applicant is awaiting convocation)
- Two completed reference forms (on the website). Applicant gives forms to referees for completion, to be forwarded by them directly to the board office.
- Criminal Record Check (through local police)
- Child Abuse Registry Check
- Proof of good standing from all social work and other professional regulatory bodies with which applicant has been registered
- Consent for release of information to employer concerning status of application (on the website)
- Non-refundable \$100.00 application fee
- Registration fee - (fee schedule on the website)

Before completing and signing the application form, applicants are advised to have read and made themselves familiar with:

- Social Workers Act (on the website)
- NSASW's Code of Ethics (on the website)
- NSASW's Code of Ethics - French version (on the website)
- NSASW's Standards of Practise (on the website)
- NSASW Regulations (on the website)
- NSASW By-laws (on the website)
- NSASW Candidacy Manual (for SWCs and Candidacy Supervisors - on the website)

Applicants are advised that the application will not be presented to the Board for approval until the board office has received a completed application package. All material must be available by 12:00pm on the Monday prior to the board meeting. The Board meets 11 times a year. Notification of the Board's decision is mailed within a week of the decision. Approved

applicants are added to the Register of Social Workers and Social Worker Candidates (on the website) within the week.

In the event of an unavoidable delay of a required document, the Registrar may grant temporary registration (generally for no longer than two months). As soon as the document is provided, the temporary status is changed to permanent at the next board meeting.

Should an application not be approved, the applicant will be informed in writing with reasons.

Access to registration information

NSASW provides access to information through the Internet, e-mail, hard copies (except for the application itself, which must be done online), telephone, fax and in person. Applicants can begin the process from outside Canada.

2014 Fees charged

One time non-refundable application fee of \$100.00

Table 1: Registration Fees

	Active	Inactive		Active	Inactive
January	\$416	\$208	July	\$208	\$104
February	\$416	\$208	August	\$208	\$104
March	\$416	\$208	September	\$208	\$104
April	\$312	\$156	October	\$104	\$52
May	\$312	\$156	November	\$104	\$52
June	\$312	\$156	December	\$104	\$52

Members in private practice also pay an annual \$50.00 listing fee.

Steps in the registration process

The applicant clicks on the membership application form on the NSASW website. The applicant completes the online application and pays the application fee online or contacts the NSASW office to arrange payment by credit card, debit card (in person) or cheque. The applicant mails the required documents and arranges the delivery of those documents that must come from the source directly (official sealed transcript, reference letters). All required documents are sent to the attention of:

The Application Administrator
Nova Scotia Association of Social Workers
1888 Brunswick Street, Suite 700
Halifax NS B3J 3J8
Canada

- Upon receipt of the application, the Application Administrator reviews the submission, opens an application file in the person's name and begins a checklist, dating each document as it arrives;
- If necessary, the Application Administrator advises the applicant of information still required before the application can be considered complete;
- Upon receipt of a complete application, the Application Administrator places the Applicant's name on a list for registration approval at the next Board of Examiners meeting. The Board reviews the list of names and confirms approval in a recorded vote. Following the meeting, the Application Administrator prepares and sends an acceptance or rejection letter. The acceptance letter outlines the requirements and length of candidacy (for SWCs) or the annual professional development requirement for RSWs. The letter also refers the new member to the website for information on by-laws, regulations, standards of practice and ethics. If the new member has paid the registration fee, a membership certificate and membership card is included with the letter. A certificate is issued once; after that, stickers indicating the current year are sent to members when renewal fees are paid. If the new member has not paid the registration fee, the Application Administrator arranges for payment and then sends the certificate and card (both documents list the member's licence number). This is generally completed within a week of approval. Certificates are signed by the Executive Director. A rejection letter is very rare as every effort is made to assist the applicant to ensure that the application going before the Board has met the requirements;
- If the Board of Examiners has concerns about an applicant, the Applicant may be offered the opportunity to do an oral examination before an examination committee composed of two board members and one NSASW member-at-large.

2013-2014 Data

Length of time (from receipt of completed application) registration usually takes: 10 days

Number of internal reviews (2012): 0

Number of applicants who received training or qualifications outside of the province and a list of the provinces (including number accepted and number rejected for a given year):

- Saskatchewan: 1
- British Columbia: 5
- New Brunswick: 15
- Ontario: 16
- Quebec: 2
- Newfoundland & Labrador: 4
- Manitoba: 13
- Alberta: 5

Number of applicants who received training or qualifications outside of Canada and a list of the countries (including number accepted and number rejected for a given year):

- United Kingdom: 1
- Israel: 1
- Philippines: 1
- Ireland: 1
- Germany: 1
- United States: 3

Legislation

The *Social Workers Act* of 1993 was amended in 2001, 2005 and 2012.

<http://nslegislature.ca/legc/statutes/social%20workers.pdf>

A new *Social Workers Act* has been drafted and is awaiting first reading in the House of Assembly. The new legislation will address labour mobility provisions as well as a registration appeal process.

Summary

NSASW staff and council have worked hard since 2010 to draft a significant overhaul of the current *Social Workers Act*, in order, among other goals, to ensure full compliance with the Fair Registration Practices Act (FRPA). There has also been significant progress in addressing organizational and operational policies and procedures in ways that support the spirit and intent of FRPA. The website is under review and NSASW will ensure that changes related to FRPA are reflected on the site.

The current legislation has restrictions and limitations. The candidacy process is considered valuable by many social workers and candidates; however it is a restriction on labour mobility and will not be included in the new legislation. The process for interprovincial transfers and international applications needs to be fully consistent and transparent—the new legislation and accompanying policy and practice will address this issue. The new legislation will also allow for an appeal process; the current legislation does not have this flexibility.

Outside of legislative restrictions, NSASW is in compliance with FRPA. Some of the deficiencies identified are detailed in the action items below. These actions must be completed on or before the next FRPA review in 2016.

Two-Year Action Plan

Improve website to enhance navigation, pathway to licensure, steps in the registration process, translation, etc. Additionally, links to pertinent websites will be made (e.g. Immigration Settlement and Integrated Services (ISIS), Nova Scotia Start, Form of Labour Market Ministers (FLMM) Labour Mobility). NSASW will review their website and utilize bullets lists and plain language where possible.

Develop policy (requirements for registration) on communicating fee structure, timelines, and steps in registration process.

As per Section 14(2)(b) of FRPA, the Review Officer will notify the Minister of Community Services that NSASW is awaiting enforcement of the new *Social Workers Act* to allow them to fully comply with FRPA.

Document the two year paid social work experience requirement on the website for out-of-province applicants, and create a more direct link for out-of-province applicants.

Develop of Internal Procedures Manual including; policy on accommodation for those applicants with physical or mental disability, a formal process for providing written decisions, a process for considering access to records, information about the internal review process, and Agreement in Trade (AIT) provisions.

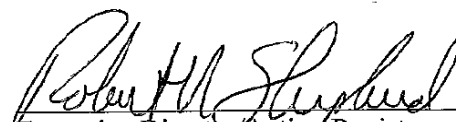
Document the procedure for unsuccessful applicants (including written decision) through the exam committee.

Document criteria for assessment available through the exam committee.

Document “Steps in the Registration Process”, including fees and timeframes.

Disclaimer

The Nova Scotia Association of Social Workers hereby declares that the information contained in this report is a true and accurate representation of current registration practices for their organization.

 *Robert H. Shepherd BSW, M.Ed. RSW*
Executive Director/Acting Registrar

24 July 2014
Date

Appendix A – FRPA Review Assessment Questionnaire

FRPA Review Assessment Questionnaire Nova Scotia Association of Social Workers

Question 1 (info q1)

How (what methods) do you use to provide information to potential applicants on your registration practices? (e.g. internet, individual counselling, hard copies)?

Respondent Answer

Internet, Email, Hard Copy, Telephone, Other (please specify)

Explain, specify, clarify, quantify, where appropriate. (info-q1)

In person, fax

Review Finding (info-q1)

Level 2

Action (info-q1)

No action required at this time.

Section 16(3)(g)

Question 1B (info q1b)

Can applicant begin the process outside of Canada?

Respondent Answer

Yes

Explain, specify, clarify, where appropriate (info-q1b)

If they have access to the internet, they can file their application online through our website.

Review Finding (info-q1b)

Level 2

Action (info-q1b)

No action required at this time.

Question 2 (info Q2 Web Link)

Please provide a link to your website.

Respondent Answer

<http://www.nsasw.org>

Question 2a (info Q2a)

a. I believe that information on our website is: clear and understandable; written in plain language?

Respondent Answer

3

Question 2b (info Q2b)

b. On what basis do you make changes to your website?

Respondent Answer

Feedback from Applicants, Policy Change, News Postings

Question 2c (info Q2c)

c. When was the section of the website pertaining to registration last updated?

Respondent Answer

within the last 2 years

Explain, specify, clarify, quantify, where appropriate. (info-q2)

Although the basis for making changes to the website is as indicated, the actual practice of making changes depends on one volunteer. Re: q2c - We are not aware of any changes to the registration process beyond fee increases within the last 2 years.

Review Finding (info-q2)

Level 2

Action (info-q2)

Improvements will be made to the website to enhance navigation, pathway to licensure, steps in the registration process, etc.

Section 16(3)(g)

Question 3a (info Q2a)

a. Are your requirements (e.g. education, work experience, examination and fees) for registration specified by legislation, regulation and/or policy?

Respondent Answer

legislation, Regulation, Policy

Question 3b (info Q2b)

b. Specify the appropriate section(s)?

Respondent Answer

Social Workers Act; Regulations pursuant to the Social Workers Act; By-Laws (Sections 27-34)

Question 3c (info Q2c)

c. Is this information made available to applicants?

Respondent Answer

Yes

Explain, specify, clarify, quantify, where appropriate. (info-q3)

Website

Review Finding (info-q3)

Level 2

Action (info-q3)

Develop policy on communicating fee structure, timelines, steps in registration process.

Sections 7 (a), 7(c), 7(f), 16(3)(a), 16(3)(d)

Question 4 (info Q4)

Are you waiting for legislation to be passed?

Respondent Answer

Yes

Explain, specify, clarify, quantify, where appropriate. (info-q4)

A new Social Workers Act

Review Finding (info-q4)

Accepted

Action (info-q4)

Review officer to send letter to appropriate department.

Question 5a (info q5a)

a. Is the criteria for meeting the requirements of registration documented?

Respondent Answer

Yes

Question 5b (info q5b)

b. Do you provide applicants with the description of the criteria used to assess whether the requirements have been met (e.g. the number of years of schooling needed to be considered equivalent to a degree)?

Respondent Answer

Yes

Review Finding (info-q5)

Level 2 - registration requirements are clear; criteria for assessment is available through the exam committee, if necessary - documentation forthcoming

Action (info-q5)

No action required at this time.

Sections 7(d), 16(3)(b)

Question 6 (info q6)

If you require translation of specific documents how is the applicant informed?

Respondent Answer

Web Site, Email, Telephone, Other (please specify)

Explain, specify, clarify, quantify, where appropriate. (info-q6)

This rarely arises.

Review Finding (info-q6)

Level 1

Action (info-q6)

Will include information on translation on the website.

Section 7(a)

Question 7 (info q7)

Do you have a streamlined registration process for those applicants already registered in another Canadian jurisdiction (as per Chapter 7 Agreement on Internal Trade)?

Respondent Answer

Yes

Explain, specify, clarify, quantify, where appropriate. (info-q7)

Applicant provides NSASW with a "letter of good standing" from the jurisdiction with which they have been registered. New graduates are expected to have 2 years of paid social work experience.

Review Finding (info-q7)

Level 2

Action (info-q7)

Document the two year paid social work experience requirement on the website for out-of-province applicants; create a more direct link for out-of-province applicants

Sections 7(a), Ch 7

Question 8 (info q8)

Does your organization make accommodations for applicants with physical or mental disability?

Respondent Answer

Yes

Explain, specify, clarify, quantify, where appropriate. (info-q8)

We would certainly consider accommodation; the issue has not arisen, to the best of our knowledge.

Review Finding (info-q8)

Level 2

Action (info-q8)

Create policy for internal procedures manual

Section 16(3)(h)

Question 9a (info q9a)

a. Is any or all of your assessment process done by a third party (e.g. national bodies, credential assessment agencies, etc.)?

Respondent Answer

Yes

Question 9b (info q9b)

b. If so, please specify the name of the organization and describe their role.

Respondent Answer

Canadian Association of Social Workers; ICAS and other credential assessment bodies

Question 9c (info q9c)

c. Please indicate the types of activities that they assist with?

Respondent Answer

Credential Assessment, Verification of Documents, Recognition of Prior Learning

Question 9d (info q9d)

d. Can you describe how they adhere to the General Duties of the Regulatory Body as outlined in the Act including transparency, objectivity, impartiality and procedural fairness?

Respondent Answer

Other (please specify)

Question 9e (info q9e)

e. Are you informed of all decisions made by third parties on applicants?

Respondent Answer

Yes

Question 9f (info q9f)

f. Does your third party have an internal review process for unsuccessful applicants?

Respondent Answer

No

Explain, specify, clarify, quantify, where appropriate. (info-q9)

We don't have any knowledge or control over their adherence or their internal reviews.

Review Finding (info-q9)

Level 2

Action (info-q9)

No action required at this time.

Section 16(3)(i)

Question 10a (info q10a)

a. What types of supports do you provide to applicants during the registration process?

Respondent Answer

Internet, Telephone, Print Material

Question 10b (info q10b)

b. Have you had applicants who need support mechanisms that you can't provide or are not available?

Respondent Answer

No

Explain, specify, clarify, quantify, where appropriate. (info-q10)

Are you including inquiries related to low income applicants?

Review Finding (info-q10)

Level 3

Action (info-q10)

No action required at this time.

Sections 7(e), 16(3)(k)

Question 11 (info q11)

Where practical, do you provide unsuccessful applicants with information on programs and services they can participate in to facilitate successful registration in the future?

Respondent Answer

Yes

Explain, specify, clarify, quantify, where appropriate. (info-q11)

This may arise in the context of the examination process where applicants are given specific guidance on completing registration with NSASW.

Review Finding (info-q11)

Level 2 - applicant goes to the exam committee

Action (info-q11)

Available through the exam committee - documentation forthcoming

Section 8(d)

Question 2 (comm q2)

Do you have a reasonable timeframe to respond to inquiries from applicants?

Respondent Answer

2

Explain, specify, clarify, quantify, where appropriate. (comm-q2)

Approximately 1-2 weeks or less

Review Finding (comm-q2)

Level 3

Action (comm-q2)

Will be enhanced/clarified in step-by-step process description

Sections 7(b), 8(a), 8(b), 8(c)

Question 3a (comm q3a)

a. Do you provide written decisions, responses and reasons for acceptance or rejection of an application?

Respondent Answer

Yes

Question 3ai (comm q3ai)

i. Do you have a formal policy for this process?

Respondent Answer

Yes

Question 3aii (comm q3aii)

ii. Do you have a standard timeline?

Respondent Answer

Yes

Question 3b (comm q3b)

b. Do you provide applicants who are not granted registration with information regarding an internal review process (including the opportunity to make submissions respecting such review)?

Respondent Answer

No

Question 3c (comm q3c)

c. Based on the previous questions, describe ways your organization could improve the timeliness of your decisions and/or how you communicate the results?

Respondent Answer

We don't yet have an internal review process. This has been addressed in the new draft Social Workers Act which provides for a Registration Appeal Committee.

Review Finding (comm-q3)

Level 2

Action (comm-q3)

Clarify exam committee processes

Sections 8(b), 8(c)

Question 1a (docu q1a)

a. Do you provide information on what documentation of qualifications must accompany an application?

Respondent Answer

Yes

Question 1b (docu q1b)

b. Do you include a process for verification of documentation authenticity?

Respondent Answer

Yes

Explain, specify, clarify, quantify, where appropriate.(docu-q1)

NSASW requires original transcripts, original Criminal Records and Child Abuse Register checks, and original reference letters.

Review Finding (docu-q1)

Level 1

Action (docu-q1)

NSASW to clarify/document process for verification of documentation authenticity.

Section 9(a)

Question 2 (docu q2)

Do you provide information on the steps in the registration process including supporting documentation required at the various steps?

Respondent Answer

Yes

Review Finding (docu-q2)

Level 1

Action (docu-q2)

A step-by-step process will be documented and posted on the website.

Sections 7(c), 16(3)(a), 16(3)(b)

Question 3 (docu q3)

Do you accept alternative information if required documents cannot be obtained for reasons beyond the applicant's control (e.g. a sworn statement in lieu of full documentation)?

Respondent Answer

Yes

Explain, specify, clarify, quantify, where appropriate.(docu-q3)

For example, if an employer requires the original of a Child Abuse Register check, they can provide NSASW with a letter stating they hold the original, and that will suffice for our documentation requirements. We will, on a temporary basis, accept alternate proof of graduation until official transcripts arrive.

Review Finding (docu-q3)

Level 1

Action (docu-q3)

Criteria for assessment is available through the exam committee, if necessary - documentation forthcoming

Sections 9(b), 16(3)(c)

Question 4 (docu q4)

What difficulties or obstacles are faced by applicants who received their qualification in a country other than Canada?

Respondent Answer

verification of credentials

Explain, specify, clarify, quantify, where appropriate.(docu-q4)

We assist applicants in the determination of whether their credentials are equivalent to a Canadian BSW or MSW.

Review Finding (docu-q4)

Accepted

Action (docu-q4)

No action required at this time.

Sections 9(b), 16(3)(c)

Question 5a (docu q5a)

a. Do you have a process for which requests for access documentation related to registrations are considered?

Respondent Answer

No

Question 5b (docu q5b)

b. Is this made available to applicants?

Respondent Answer

No

Question 5c (docu q5c)

c. What information may you exclude?

Respondent Answer

We don't understand what "request for access documentation" means.

Question 5d (docu q5d)

d. Do you charge a fee?

Respondent Answer

No

Explain, specify, clarify, quantify, where appropriate.(docu-q5)

This depends on what you mean by "request for access documentation."

Review Finding (docu-q5)

Level 1 - addressed in new legislaion

Action (docu-q5)

No action required at this time.

Section 12(1), 16(3)(j)

Question 1 (inte q1)

Does your Act include an authority to conduct an internal review of the registration decision?

Respondent Answer

No

Explain, specify, clarify, quantify, where appropriate.(inte-q1)

The new Social Workers Act will include this.

Review Finding (inte-q1)

Level 1 - addressed in new legislation

Action (inte-q1)

No action required at this time.

Section 7(a)

Question 2 (inte q2)

Do you have a regulation or by-law that defines the internal review process?

Respondent Answer

No

Review Finding (inte-q2)

Level 1

Action (inte-q2)

No action required at this time.

Section 7(a)

Question 3 (inte q3)

When are unsuccessful candidates informed of their right to internal review of a registration decision?

Respondent Answer

Other (please specify)

Explain, specify, clarify, quantify, where appropriate. (inte-q3)

This will be determined with the new legislation.

Review Finding (inte-q3)

Level 1 - this will be addressed in new legislation

Action (inte-q3)

No action required at this time.

Sections 7(a), 10(1)

Question 4a (inte q4a)

a. Do you have an internal review process and procedures document (policy document)?

Respondent Answer

No

Question 4b (inte q4b)

b. Does this include time frames for the internal review?

Respondent Answer

Not Applicable

Explain, specify, clarify, quantify, where appropriate. (inte-q4)

This will be addressed in the new legislation.

Review Finding (inte-q4)

This will be address in new legislation.

Action (inte-q4)

No action required at this time.

Sections 7(a), 10(1)

Question 5a (inte q5a)

For the internal review process you make available to applicants that are not granted registration:

a. Summarize the process of the internal review?

Respondent Answer

n/a

Question 5b (inte q5b)

b. Describe the opportunities made available to an applicant to make submissions respecting such review.

Respondent Answer

n/a

Question 5c (inte q5c)

c. Specify the format for the internal review submission

Respondent Answer

Other (please specify)

Question 5d (inte q5d)

d. What is the timeline for submitting supporting evidence?

Respondent Answer

Weeks

Respondent Answer

We will have a timeline.

Question 5e (inte q5e)

e. Do you believe this is enough time to receive supporting evidence from outside Canada?

Respondent Answer

Yes

Explain, specify, clarify, quantify, where appropriate. (inte-q5)

Once we have it, there will be enough time.

Review Finding (inte-q5)

Level 1 - this will be addressed in new legislation.

Action (inte-q5)

No action required at this time.

Sections 7(a), 10(1), 10(2), 10(4), 16(3)(m)

Question 6a (inte q6a)

a. Are the results of the internal review made available to applicants in writing, with reasons?

Respondent Answer

Yes

Question 6ai (inte q6ai)

i. In what timeframe are the results of the internal review made available to applicants?

Respondent Answer

less than 1 month

Question 6aii (inte q6aii)

ii. Are these timelines communicated?

Respondent Answer

Yes

Explain, specify, clarify, quantify, where appropriate.(inte-q6)

We will meet this commitment once the new legislation is in place.

Review Finding (inte-q6)

Will be addressed in new legislation.

Action (inte-q6)

No action required at this time.

Sections 7(a), 10(3)

Question 7 (inte q7)

Have individuals who make internal review decisions received appropriate training?

Respondent Answer

Yes

Explain, specify, clarify, quantify, where appropriate. (inte-q7)

They will be.

Review Finding (inte-q7)

Accepted - this will be addressed in new legislation.

Action (inte-q7)

No action required at this time.

Sections 7(a), 11, 16(3)(p)

Question 8 (inte q8)

Do you have a prohibition that states ‘no one who acted as a decision-maker in respect of a registration decision acted as decision maker in an internal review’?

Respondent Answer

No

Explain, specify, clarify, quantify, where appropriate. (inte-q8)

We will.

Review Finding (inte-q8)

Level 1 - will be addressed in new legislation.

Action (inte-q8)

No action required at this time.

Sections 7(a), 10(5), 16(3)(n)


Appendix B – Forms

Nova Scotia Association of
SOCIAL WORKERS

Home

Contact Us

Member Login



Application for Registration - Personal Info

MEMBERSHIP INFORMATION:

Membership Category: Applicant

PERSONAL INFORMATION:

Salutation:

(Name, as provided will be recorded in the Register and will appear on your certificate and membership card)

First Name: *

Middle Name:

Last Name: *

Birth/Married/Other Names(s):

Preferred Name:

Enter First Name, Middle and Initial

Gender: *

MM/DD/YYYY

Date of Birth: *

Age Range: *

Address Information:

Please ignore the field "Other Region" below, it's meant for foreign addresses

Primary Address *

Address Line 1: *

Address Line 2:

City: *

Country: * Canada

Province/State: * Nova Scotia

Other Region:

Postal/Zip: *

Primary Email:

Secondary Email:

Home Phone:

Cell Phone:

Work Phone:

If not in Canada or USA

International Home Phone:

Fax:

Select Region

Region: ☐ Annapolis ☐ Cape Breton ☐ Cumberland

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<input type="checkbox"/> Fundy Shore <input type="checkbox"/> Halifax <input type="checkbox"/> North Shore <input type="checkbox"/> South Shore <input type="checkbox"/> Truro <input type="checkbox"/> Out of Province	
LANGUAGES:	
Languages in which you are able to provide Social Work Services:	
<input checked="" type="checkbox"/> English <input type="checkbox"/> French <input type="checkbox"/> Mi'kmaq	
Select from the drop down below, or select "Other" and enter the information in the box beside	
Other Languages: <input type="text"/>	
French Spoken: <input type="radio"/> Yes <input checked="" type="radio"/> No French Spoken and Written: <input type="radio"/> Yes <input checked="" type="radio"/> No	
RACE:	
Please enter Race:	
<input type="radio"/> Aboriginal <input type="radio"/> African Nova Scotia <input type="radio"/> Black <input type="radio"/> Other (Please Specify) <input type="text"/> <input type="radio"/> Caucasian	
SOCIAL WORK EDUCATIONAL INFORMATION:	
DEGREES:	
Social Worker Degrees: <input type="checkbox"/> BSW <input type="checkbox"/> DSW Social Work <input type="checkbox"/> MSW <input type="checkbox"/> Other <input type="text"/> <input type="checkbox"/> PhD Social Work	
Specialization: <input type="text"/>	
Please start by typing the name of the Institution in order for the system to find it in the database If not found, search and enter Other University under Educational Institution, use the same method for Institution below under Additional Education Information	
Education Institution of Social Worker Degree: <input type="text"/>	
Example: May 2012	
Month and Year of Graduation in Social Work: <input type="text"/>	
ADDITIONAL EDUCATIONAL INFORMATION:	
Degree Granted: <input type="text"/>	
Specialization if Applicable: <input type="text"/>	
Educational Institution: <input type="text"/>	
Example: May 2012	
Month and Year of Graduation: <input type="text"/>	
ADDITIONAL EDUCATION INFORMATION:	
Degree Granted: <input type="text"/>	
Specialization if Applicable: <input type="text"/>	
Educational Institution: <input type="text"/>	
Month and Year of Graduation: <input type="text"/>	
ADDITIONAL CERTIFICATES:	
Click on the green plus signs to add certificates	
Certificates Continued:	
EMPLOYMENT INFORMATION:	
EMPLOYMENT:	
Enter "No Employer" if you are Unemployed	

Present or Most Recent Employer

Please try to find your most recent employer in the drop down list. If for some reason you are not able to find your employer, please find and select "Other" from the drop down and you will be prompted later to fill out your employer's information.

PRIMARY EMPLOYER: ⓘ

Date Employment Commenced:

Termination Date:

Job Title/Position:

Supervisor Name:

Profession:

Supervisor Phone:

Supervisor Fax:

Supervisor Email:

CLASSIFICATION:

Employer Classification:

PRACTICE ROLE, SERVICE PROVISION AND POPULATIONS SERVED:

Please select all that apply

Practice Role:

☐ Supervisor/Administration/Management

☐ Front Line Social Work

☐ Policy Development/Consulting

☐ Direct Counselling/Therapy/Mediation

☐ Community Organization/Community Development/Advocacy

☐ Assessment/Evaluation

☐ Teaching/Research

☐ Other(Specify)

Service Provision:

<input type="checkbox"/> Addiction Services	<input type="checkbox"/> Hospital (Non-Mental Health)
<input type="checkbox"/> Adoption/Foster Care/Children in Care	<input type="checkbox"/> Mental Health Services
<input type="checkbox"/> Adult Protection	<input type="checkbox"/> Child Protection
<input type="checkbox"/> Military (Other Than Fam Resource Ctr)	<input type="checkbox"/> Corrections/Justice
<input type="checkbox"/> School Social Work	<input type="checkbox"/> Seniors Centre
<input type="checkbox"/> Transition House/Homeless Shelter	<input type="checkbox"/> Employment/Income Assistance
<input type="checkbox"/> University/Community College	<input type="checkbox"/> Other <input type="text" value=""/>
<input type="checkbox"/> Fam Service Agency/Fam Resource	

Populations Served:

<input type="checkbox"/> Adults	<input type="checkbox"/> Community
<input type="checkbox"/> Children/Youth	<input type="checkbox"/> Organizations
<input type="checkbox"/> Families	<input type="checkbox"/> Other (Please specify) <input type="text" value=""/>
<input type="checkbox"/> Seniors	