

The Bulletin of the Maryland Board of Social Work Examiners

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From the Board Chair

Emanuel Mandel, Chair



It is nice to have the opportunity to communicate with licensees semi-annually through the vehicle of this Newsletter. For several procedural reasons we have had to delay this issue but still have plans to make the publication available twice a year. We believe that spring and fall may be the best times. But, sometimes our timing changes. Comments are always welcome!

Most Social Workers know that this year's Legislative session presented us with the problem of funds being transferred from us, within DHMH, to another Department. While this is not unprecedented, usually some information is disseminated about such actions. This year we only learned of such action when the budget was presented. In 2001, the Board instituted a new fee schedule, for the first time in 10 years, to meet costs as it could not continue to be in a deficit each year. This new fee schedule included provisions for staff expansion and significant electronic upgrade. This upgrade was mandated by the Legislature in the year 2000. Simultaneous to our new fee schedule implementation a department wide freeze on positions was instituted so funds available could not be spent. The electronic upgrade is still in the developmental stage, though it is on its way, but funds for that project were also not expended. The overage of accumulated funds in the amount of \$425,000 was transferred this year. The State has the right, by Statute, to claim unspent amounts but we would have preferred some consultation as we could have made suggestions about use of the funds.

Social Work organizations (NASW, the Clinical Societies) initiated lobbying efforts in opposition to this process. The Board sought an immediate meeting with the Secretary of DHMH and a letter was sent to the appropriate committees of the Senate and the House of Delegates by the leadership of the Boards and Commissions, a body that represents all boards and commissions. The Board Chair and Executive Director met with the Secretary of DHMH to express our concern with the process. He acknowledged his awareness of the difficult situation and conveyed his desire to have more frequent and clearer communication with the Board. The efforts raised some Legislative eyebrows particularly those of the Social Workers in the House of Delegates. The Board will be even more vigilant in the future....

The Board had already voted to reduce fees for the next renewal cycle (2005 and 2006) by 30%. When you renew you will see this in your renewal notice. This action will not be impeded by the action of the Budget Reconciliation Act and the removal of funds.

In the year 2000 the new Board statute increased membership to 11 yet WE HAVE NEVER BEEN AT FULL STRENGTH! We have communicated this to you in a variety of ways. Note that during 2005 we will have several vacancies as terms of members expire. Some designees have been identified to fill slots vacant as of June 30, 2005. Note, please that there could be a significant change in as much as half of the Board membership. We will keep you informed.

The Board was represented at the Maryland Chapter NASW Advocacy Day in Annapolis and the Annual Social Work Month Training Conference. The Board is also an active participant in the meetings of ASWB (Association of Social Work Boards) We will brief you of this organization in the future.

MARYLAND BOARD OF SOCIAL WORK EXAMINERS BOARD MEMBERS



L to R: Cherie Cannon, Solomon O. Akwara, John J. Sangiovanni, Manny Mandel (Chair), Stephanie B. Sharpe, Wanda W. Moore, Mary C. Burke. Not pictured: Yvonne M. Perret (Secretary/Treasurer), Laurie T. Thomas.

State Board of Social Work Examiners

Sanctioned Licensees as of May 24, 2005

Barbara Andreadis - Case # 462 & 467

On 03/26/04, the Board accepted the licensee's Letter of Surrender dated 03/22/04. Licensee surrendered license in order to avoid prosecution of charges, based on the Board's investigation, for violation of §19-311 (4) (commits any act of gross negligence, incompetence, or misconduct in the practice of social work), (5) (knowingly violates any provision of this title), (6) (engages in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work), (7) (violates any provision of this title or regulations governing the practice of social work adopted and published by the Board) and (8) (is convicted of or pleads guilty or *nolo contendere* to a felony or to a crime involving moral turpitude, whether or not any appeal or other proceeding is pending to have the conviction or plea set aside).

Leslie D. Antkowiak - Case # 354

The Board reprimanded licensee and placed license on probation with conditions for one year, effective 02/13/04, based upon a finding that the licensee violated §19-311 (4) (commits any act of gross negligence, incompetence, or misconduct in the practice of social work), (6) (engages in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work) and (7) (violates any provision of this title or regulations governing the practice of social work adopted and published by the Board), as well as COMAR 10.42.03.03A(5), which requires the licensee to maintain accurate and appropriate documentation in clients' records.

Reginald Suggs- Case # 493

The Board placed license on suspension, effective 09/13/04, for 6 months with conditions, based on a finding that licensee violated §19-311 (4) (commits any act of gross negligence, incompetence, or misconduct in the practice of social work), (6) (engages in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work), (7) (violates any provision of this title or regulations governing the practice of social work adopted and published by the Board), (12) (knowingly makes or files a false report or record in the practice of social work) and (14) (submits a false statement to collect a fee), as well as COMAR 10.42.03.03A(5), which requires the licensee to maintain accurate and appropriate documentation in clients' records, and 10.42.03.03B(1), which prohibits the licensee from participating or condoning dishonesty, fraud, deceit, or misrepresentation. Upon reinstatement, the license shall be placed on probation for 3 years, subject to conditions.

John S. Friedman - Case # 640

On 03/11/04, the Board accepted the licensee's Letter of Surrender dated 02/04/04. Licensee surrendered license in order to avoid prosecution of charges, based on findings from the Board's investigation, for violation of §19-311 (4) (commits any act of gross negligence, incompetence, or misconduct in the practice of social work), (5) (knowingly violates any provision of this title), (6) (engages in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work) and (7) (violates any provision of this title or regulations governing the practice of social work adopted and published by the Board), as well as COMAR 10.41.03.04C(1), which prohibits the licensee from engaging in sexual behavior with a former client.

Milton Clarke - Case # 799

The Board placed license on probation for 2 years with conditions, effective 4/21/05, based upon a finding that licensee violated §19-311(4) (commits any act of gross negligence, incompetence, or misconduct in the practice of social work), (5) (knowingly violates any provision of this title), (6) (engages in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work), (7) (violates any provision of this title or regulations governing the practice of social work adopted and published by the Board) and (21) (fails to maintain adequate patient records), as well as COMAR 10.42.03.03A(5)(b) and (c), which requires the licensee to maintain accurate and appropriate documentation in clients' records; 10.42.03.03B(3), which prohibits the licensee from exploiting a relationship

with a client for personal advantage or satisfaction; and 10.42.03.03C, which prohibits the licensee from entering into a nonprofessional, social, or dual relationship with a client, or an individual with whom the client has a close personal relationship.

NAME	STATUS
Kathleen A. Binas Case #405	License on Probation 04/09/04 - 04/09/06
Bonnie A. Cox Case #298	Placed on Probation & Reprimanded 01/13/99 - Present
Barbara Dieterle Case #221	License Revoked 03/13/98
Ronald Doswell Case #272	License Revoked 06/15/98
Susan W. Federroll Case #458	License Suspended 11/24/03 - Present
Anita Parr Felps Case #362	License Revoked 07/02/01
Charles A. Fleming Case #414	License Surrendered 09/05/01
Julia Jackson Case #198	Placed on Probation & Reprimanded 01/17/97 - Present
Leslie Faye Lewis Case #374	License Surrendered 04/23/01
Joanne S. Nibblett Case #388	License Revoked 12/14/01
Michael P. Miller Case # 564	License Suspended 07/01/04 - Present
Tear P. Plater Case #302	License Revoked 08/26/02
Leon Raesly Cases #145, #159, #160, and #166	License Revoked 10/21/96
Tiffany M. Reynolds Case #429	Suspension lifted and license placed on probation for 1 year, with conditions, effective 5/13/05.
Ronald A. Stanley Cases #329 and #330	License on Probation 06/08/01 - Present
Patricia A. Tenanty Case # 507	License Reinstated effective 01/14/05 and on probation with conditions for 2 years.
Elizabeth A. Titus Case #411	License on Probation 03/08/02 - Present
Keith A. Wagner Case #124	License on Probation 05/13/94 - Present
Melita Williams Case #104	License Suspended 03/08/96 - Present
Wanda Marie Wilson Case #413	License Revoked 12/14/01

ATTENTION

In order to practice social work in Maryland, you must be licensed by the Maryland Board of Social Work Examiners. Also, **you must be licensed as a LGSW** in order to begin to accumulate the hours necessary to qualify for advanced licensure (LCSW & LCSW-C). Hours gained prior to LGSW status will **not** be accepted by the Board.

Executive Director Update

Bill Fleming
Executive Director



Since the publication of the last newsletter, there are a number of items to report:

Publication Award – The Maryland Board of Social Work Examiners received the Association of Social Work Boards' (ASWB) Publication Award for its website. In giving the award, ASWB noted the user friendliness of the website and the many links to pertinent websites. The Board's website address is www.dhmd.state.md.us/bswe/

New Staff – Judith Eble, LCSW-C joined the Board staff in December, 2004. Judith will help to provide customer service to licensees, applicants and the public for applications and continuing education.

License renewals – License renewals were completed for approximately 6,000 licensees by Board staff. This represents roughly half of the Board's licensees. Overall, the process went very smoothly with few challenges.

Rehabilitation Committee – The Board of Social Work Examiners and the Maryland Chapter/National Association of Social Workers entered into a memorandum of Agreement stipulating that the Maryland Chapter will provide intervention services for social workers who are impaired by substance abuse, physical or emotional health issues.

ASWB Annual Meeting – The Board Chair and Executive Director

attended the Association of Social Work Boards' annual meeting in November, 2004. In addition to the Administrator's Forum and association business items, the event celebrated the 25th anniversary of ASWB. Board member Wanda Moore joined the Chair and Executive Director in attending ASWB's Spring Education Conference in Boston, MA in April, 2005.

Mental Health Volunteer Corps – The Department of Health and Mental Hygiene Mental Health Volunteer Corps continues to expand with over 600 volunteers trained to provide assistance in the event of an emergency. Mental health volunteers come from three licensing boards: the Board of Social Work Examiners, the Board of Professional Counselors and Therapists and the Board of Examiners of Psychologists.

Electronic Licensing – The Board's electronic licensing initiative has been launched with the Department of Health and Mental Hygiene's Information Resources Management Administration. The initiative will allow the Board to have more direct control over the license renewal process and eventually allow licensees to renew using the Internet.

Retreat – The Board of Social Work Examiners held a one day facilitated retreat to discuss process improvement, budget issues and other pertinent business matters.

News from ASWB

Kathleen Hoffman
Association of Social Work Boards

A Maryland social worker, Megan McNeill of Randallstown, has been appointed co-chair of the Association of Social Work Boards (ASWB) Examination Committee. The 16-member committee reviews, edits and approves questions for the social work licensing examination used in 49 states, Washington, D.C., the Virgin Islands, and Alberta, Canada.

McNeill, who has been a member of the committee for the past two years, is employed at the Baltimore Child Abuse Center as the program coordinator for the V.I.P. Program, a violence intervention and prevention program for children from birth to six years old and their families. She also works part-time at First Step, Inc., as a child and adolescent therapist.

Her volunteer experience includes work with Baltimore Reads, the Philadelphia District Attorney's Office Youth Aid Panel, the Howard County Office on Aging and a hospice program.

She holds a Master of Social Service degree from Bryn Mawr College in Pennsylvania.

ASWB is the organization of the boards that license and discipline social workers. Its purpose is to provide support and information toward the goal of protection of the public which uses social work services.

Judith Eble Joins BSWE Staff

Judith Eble, LCSW-C, joined the office staff of the Board of Social Work Examiners on December 6, 2004. She will be assuming duties related to continuing education and processing applications for licensure. Judith and Gloria Jean Hammel will be working together on providing technical assistance to consumers and licensees.

Ms. Eble graduated from the University of Maryland School of Social Work in 1993 and received her LCSW-C in 1996. She has worked as a case-manager for the Baltimore County Department of Health, as a renal social worker, as an EAP clinician for Sheppard Pratt/APS Healthcare, as a care-manager for Magellan Behavioral Health, and as a psychotherapist in various settings.

Ms. Eble enjoys travel, especially to Scotland's Isle of Skye. She has volunteered at the Howard County animal shelter and with other animal-related groups. Her special love is her 2-year-old granddaughter, Zoe Valentine Moore.

The Board of Social Work Examiners is pleased to have Ms. Eble as a staff member.

ALERT

Please be alerted to the fact that Larry Dexter Williams has been prosecuted and convicted for impersonating a social worker. He was convicted of practicing without a license and misrepresenting himself as a social worker. He provided a fraudulent Master's Degree diploma and LCSW-C license to prospective employers. The Board has reason to believe that he may still be impersonating a clinical social worker.

Update on the Board of Social Work Examiners (BSWE) Budget

Yvonne M. Perret, LCSW-C, Board Secretary/Treasurer

William Fleming, Board Executive Director

While the BSWE budget is not something on everyone's mind on a regular basis, when licensees renew and send in their fees, they might wonder where their money goes. It's important for social work licensees to know that the work of the BSWE is solely supported by the fees it collects. The state actually contributes nothing to the working of the organization.

Roughly, the budget of the BSWE is \$1.2 million. This revenue covers staff salaries (the Board has a staff of 11), the cost of services provided by the Office of the Attorney General, the cost of the Office of Administrative Hearings, office space, printing, dissemination of the newsletter and other materials, computers, phone, utilities, the cost of services provided by the Department of Health and Mental Hygiene etc.-all costs involved in running an organization that serves 12,000 people.

The major responsibility of the Board, according to statute, is to protect the public. From a licensee's viewpoint, it may seem that the Board's work consists solely of renewing licenses. However, protecting the public involves investigation of all complaints and consideration of steps taken in terms of sanction. These can range from dismissal

to court action. These are difficult deliberations that occur in the monthly, all-day meetings of the entire BSWE. Thus, revenue is also used to finance the investigation and to pay a portion of the salary for legal counsel to the Board, a representative from the Office of Attorney General.

Regarding finances, it is the Board's responsibility to operate responsibly and within budget. Normally there is a revenue carry-over kept to address unanticipated costs; the BSWE then determines how best to expend these funds on BSWE responsibilities. This year, the Board is in a situation of having a revenue carry-over despite the approved transfer of \$425,000 to the Department of Human Resources for a training academy. The BSWE has approved a waiver of a portion of renewal fees over the next two years so that licensees share in this carry-over. The implementation of the decision will go into effect with the current year's renewals and will be reflected on the 2005 renewal application.

Any questions can be directed to Bill Fleming, Executive Director, 410-764-4788.

Supervision

*Gloria Jean Hammel
LCSW-C, Staff Social Worker*



Supervision Registration Applications: Since June 2004, the Board has received over 2,000 registration applications. Applications are still being processed and applicants will receive a written response from the Board.

A social work supervisor may submit a supervision registration application at any time but a social work supervisor must submit the registration application prior to supervising a candidate for advanced licensure.

Training Requirement: In order for a social worker to qualify as a social work supervisor she/he must have met the training requirement of having completed either a masters level social work course in social work supervision; obtained 12 continuing education credit hours in social work supervision; or 12 hours of agency sponsored training in social work supervision. (10.42.08.04 A.(b) (i) through (iii) and 10.42.06 A.(1) and (2) (a) through (c))

A social worker must have met the training requirement or be eligible for the waiver of the training requirement before supervising a social worker in the practice of social work.

Waiver for Certain Supervisors: Social work supervisors who have not met the training requirement but supervised social workers in the practice of social work continuously between July 1, 2001 and June 30, 2004 are eligible to request a waiver of the training requirement. A social work supervisor has until July 1, 2005 to submit the waiver form in order to be considered for the waiver. (10.42.08.10 A. through D.)

Experience Required Before Supervising: All social workers licensed at the LCSW or LCSW-C level on or after July 1, 2004 must complete 18 months of experience prior to supervising social workers in the practice of social work. A social worker supervisor who obtained her/his LCSW or LCSW-C license between January 1, 2003 and July 1, 2004 and who otherwise meets the requirements may continue supervision already in progress on July 1, 2004. (10.42.08. A. (2) (a) (b) and 10.42.08.06 B. (1) (2) (a) and (b))

The supervision requirements and forms are available through the Board's website: www.dhmv.state.md.us/bswe/ or by calling the Board's office at 410-764-4788 or 1-877-526-2541.

Licensing Examination Requirements

Gloria Jean Hammel, LCSW-C, Staff Social Worker

In order to practice social work in Maryland an individual must be licensed by the Maryland Board of Social Work Examiners. Social work practice is governed by the Maryland Social Worker Act, Title 19 of the Health Occupations Article of the Annotated Code of Maryland and the Code of Maryland Regulations (COMAR) Title 10 Subtitle 42 Chapters 01 through 08. Qualifying social work experience for the Certified Social Worker and Certified Social Worker-Clinical levels must be obtained post MSW and post licensure at the Graduate Social Worker level. The following information is provided as a synopsis of the licensing requirements and is not a substitute for reading and thoroughly reviewing the statute and the regulations. An applicant shall be an individual who is at least 18 years old, of good moral character and meets the requirements for one of the following levels:

Social Worker Associate: Shall have a Bachelor of Social Work degree from an accredited college or university awarded by a social work program accredited by the Council on Social Work Education.

Graduate Social Worker: Shall have a Masters of Social Work degree from an accredited college or university awarded by a graduate social work program accredited by the Council on Social Work Education.

Certified Social Worker: Shall have 1) a Maryland LGSW if practicing in Maryland and a Masters of Social Work degree from an accredited college or university based on a graduate social work program accredited by the Council on Social Work Education; 2) Two years, consisting of not less than 104 weeks, of at least 3,000 hours of supervised social work experience; 3) 144 hours of periodic face-to-face supervision in the practice of social work which is part of a contractual agreement and be accountable to the employer; and 4) a supervisor who is a licensed certified social worker-clinical or licensed certified social worker and accountable to the employer through a contractual agreement. The supervisor must be registered with and

approved by the Board.

Certified Social Worker-Clinical: Shall have 1) a Maryland LGSW if practicing in Maryland and a Masters of Social Work degree and documentation of clinical course work from an accredited college or university and based on a graduate social work program accredited by the Council on Social Work Education; Twelve academic credits shall have been completed in clinical course work; 2) Two years, consisting of not less than 104 weeks, of at least 3,000 hours of supervised clinical social work experience in direct service to clients; Half of the required hours shall consist of face-to-face client contact); 3) 144 hours of periodic direct face-to-face supervision in the practice of clinical social work which is part of a **contractual agreement** for supervision and be accountable to the employer; 4) supervision in the assessment, formulation of a diagnostic impression, and treatment of mental disorders and other conditions and the provision of psychotherapy; 5) a supervisor who is a licensed certified social worker-clinical and accountable to the employer through a **contractual agreement**. The supervisor must be registered with and approved by the Board. PLEASE NOTE: ALL OF THE CLINICAL SOCIAL WORK EXPERIENCE MUST BE OBTAINED UNDER THE SUPERVISION OF AN LCSW-C SUPERVISOR.

*As of July 1, 2004 candidates for advanced licensure must use the **Contractual Agreement - Supervision for LCSW and LCSW-C Licensure form** for all supervision obtained on or after July 1, 2004. The form was mailed to all Maryland licensed social workers in May 2004. The form is available on the Board's website or by calling the Board office. The applicant for advanced licensure must include the original copy of the completed form at the time she/he submits an application for advanced licensure. Please note that this form is only required when the social work supervision is being obtained in order to meet the licensing requirements for advanced licensure. The form is not required for the general practice of social work.

Alert

Gloria Jean Hammel, LCSW-C, Staff Social Worker

Ethics Requirement: Social Workers renewing licenses in October 2004 needed to obtain 3 Category I credit hours in ethics. The ethics program must be at least 3 hours in length and be offered by a Board approved sponsor. The Board will not accept 1.5 credit hours earned from one program and 1.5 credit hours earned from another program.

Inactive Status: Effective October 1, 2000 inactive status became limited to a five-year period of time. Therefore, a social worker with a license on inactive status on or before October 1, 2000 must submit an application to reactive her/his license before September 30, 2005. Please call the Board office to request a reactivation application packet. The reactivation forms are not available on the website.

To reactive a license a social worker must complete and submit the following: the application form; a renewal form; include a check or money order for the current renewal fee along with the \$100 reactivation fee; and documentation of having obtained 40 continuing education credit hours earned in the two years preceding the submission of the application for reactivation.

If a social worker fails, for any reason, to reactivate the license within a five-year period of time she/he can apply for relicensure and will need to meet the current requirements for licensure. Upon request, the Staff Social Worker will provide the relicensure application packet.

Rehabilitation Committee

Cherie Cannon

Through a Memorandum of Agreement, the Board of Social Work Examiners and MD-NASW will serve impaired social workers. The following is a reprint of an article that appeared in the Nov \ Dec issue of the Maryland Sentinel. The article outlines policies and procedures of the Rehabilitation Committee.

MD NASW Rehabilitation Committee Set to Assist Impaired Social workers

National statistics indicate that 7.7 percent of the adult population* meets the diagnostic criteria for alcoholism. If this data is correct, then potentially 900 of Maryland's 12,000 social work licensees are at risk for addictive behaviors which could affect practice with clients. Yet, during the past eight years, there have been no referrals of impaired social workers to the Chapter's Social Work Rehabilitation Committee. As a result, this committee has been inactive for the past several years, until recently, when it revised its procedures, and entered into a new "Memorandum of Agreement" with the Maryland State Board of Social Work Examiners.

There has been a long history of interest in advocacy for impaired social workers in the National Association of Social Workers, both at the National and Chapter levels. Early Chapter documents show that in 1996 the Maryland Board of Social Workers appointed an ad hoc committee of NASW leaders to develop an agreement between the Maryland Board of Social Work Examiners (BSWE) and NASW to provide intervention services to impaired social workers.

An impaired social worker is one whose performance or behavior has been or may become compromised by physical, mental or addictive impairment. Further, this impairment may cause harm, risk, or endangerment to self, client, profession or the public. Additionally, an impaired social worker includes any social worker providing professional services under the influence of alcohol or while using any narcotic or controlled dangerous substance as defined under Article 27 of the Maryland Annotated Code, or use of any drug that is in excess of therapeutic amounts, or without valid medical indication.

The NASW-MD Rehabilitation Committee is a network of peers who will provide assessment, intervention recommendations, treatment referrals and monitoring of the impaired social worker's progress toward treatment goals. The intent is to both protect the public and to serve as an advocate for impaired workers who demonstrate commitment toward rehabilitative goals. The program has advantages to the licensee, as the process focuses on treatment options and solutions. Safeguards are in place to protect the confidentiality of referred social workers and participation is voluntary.

Under its new protocols, the Rehabilitation committee will accept referrals exclusively from the BSWE to screen licensed social workers who may be impaired by substance abuse and/or physical or mental health concerns. In more serious cases, the BSWE may decide to suspend, restrict or fine the license of an impaired social worker. These decisions are always independent and are not influenced by an impaired social worker's participation in the NASW-MD Rehabilitation Committee Program.

The Rehabilitation Committee worked for several months to develop protocols prior to entering into an agreement with the Social Work Board of Examiners. The protocols include:

1. Referral by the BSWE to the NASW-MD Rehabilitation Committee.

2. Assignment of Rehabilitation Committee interveners to meet with the licensee, for:
 - a. Obtaining signatures for Release/Consent/Intervention forms
 - b. Assessment of treatment needs and recommendations back to the BSWE
 - c. Completion of contract for treatment
 - d. Ongoing work with social worker on professional treatment
 - e. Monitoring of compliance of social worker with treatment plan

Members on Social Worker Rehabilitation Committee must have significant knowledge in the areas of addictions and mental health – as well as broad social work experience. The current members of the Committee include: Carole Buhl, Chair; Anna Agnew, Cherie Cannon, (BSWE Representative), Patrick Connelly, Sharon Hunt, Michael McMenemy, Suzan Swanton and Stuart Tiegel.

The Rehabilitation Committee encourages social workers and the public to take the initiative to refer impaired social workers to the Maryland Board of Social Work Examiners. The Maryland Board of Social of Social Work Examiners can be reached at: BSWE, Dept. of Health and Mental Hygiene, 4201 Patterson Avenue, Baltimore, MD 21215-2299 or by phone at (410) 764-4788.

*The 1992 National Longitudinal Alcohol Epidemiologic Survey, reprinted from the National Institute on Alcohol Abuse and Alcoholism web site: <http://www.niaaa.nih.gov/>.

MARYLAND BOARD OF SOCIAL WORK EXAMINERS STAFF MEMBERS



L to R: Judith Eble, Deborah Evans, Delia Turano Schadt (Ass't. Atty. Gen.), Diane Cooper, Bill Fleming (Executive Director), Gloria Jean Hammel, Rick Kenney, Riya Rahman, Bernnadette Staten-Evans, Beverly Lewis, Kevin Brydie. Not pictured: Asa R. Frost, Jr.

"FREQUENTLY ASKED QUESTIONS"

Laurie T. Thomas, Consumer Member, Newsletter Editor

Q: Documentation from supervisory sessions needs to include the dates, duration and focus of supervision sessions. What is meant by focus?

A: The supervisor and supervisee should determine the focus of the documentation and consider the mandates or requirements by the agency. The documentation may focus on client issues, progress; treatment goals and interventions; decisions made; supervisee's progress and performance; and goals for future growth. The regulations do not define the word focus, therefore, the supervisor and supervisee may benefit from consulting with colleagues, a review of the literature and training in social work supervision.

Q: How will I know if the ethics course will meet the ethics requirement?

A: Please review the continuing education requirements 10.42.06.03 C (1) and (2). The ethics program must be offered by a Board Approved Sponsor and be at least 3 hours in length with a content area in ethics. The content area must be relevant to social work ethics and professional conduct which may include maintaining appropriate boundaries with clients and a review of the social work statute and the Code of Ethics. In addition, the content of the program may address issues related to avoiding dual relationships and the acceptance of gifts. It may be helpful to review the Code of Ethics 10.42.03

and select programs which have a content area in topics mentioned in the Code of Ethics

Q: Do I have to register to be a social work supervisor?

A: The following social work supervisors must register with the Board: social work supervisors who are supervising a candidate for advanced licensure and social work supervisors licensed at the LGSW level.

Q: Can an LGSW bill for social work services?

A: The Social Work Practice Act and the regulations do not contain information about a social worker's ability to bill for services. The Code of Ethics states that a social worker must "Make the fee for service clear; maintain adequate financial records, and confirm arrangements for financial reimbursement with the client." 10.42.03.03 A (2). The Social Work Practice Act defines the scope of practice for LGSWs which is contained in the following sections: §19-101; §19-307 and §19-401 (b). If an LGSW is providing psychotherapy she/he must be supervised by a qualified LCSW-C and an LGSW may never render a diagnosis.

"Frequently Asked Questions" will be an ongoing column in the newsletter. Please submit questions you would like to have addressed to: Newsletter Editor, C/O The Board of Social Work Examiners, 4201 Patterson Avenue Room 323, Baltimore MD 21215-2299

ASWB-NASW Developing Technology Standards

Mary C. Burke, LCSW-C, BCD

Whether we like it or not (some do and some don't), technology has found its way into social work practice. What is less certain is the kind of competencies that should be expected from social workers using technology as part of their practice. As a result, the Association of Social Work Boards (ASWB) and the National Association of Social Workers (NASW) have created a task force that brings together the social work professional and regulatory communities.

I am pleased to have been asked by ASWB to be part of this ten-member group. Our goal is to develop a standard of practice that will create a set of guidelines for safe and competent social work when using technology. The standards will go beyond internet therapy to include a wide variety of electronic tools.

The committee has met twice and has also been working independently on language for the standards. Once the drafts have been refined, they will be sent out for review and comments. It is anticipated that a set of practice standards will be available in late 2005 or early 2006.

New Board Members

Since the last newsletter, the Board of Social Work Examiners welcomed two new members appointed by Governor Ehrlich. John J. Sangiovanni, LGSW fills the opening for a representative from the Department of Human Resources.

Solomon O. Akwara is a consumer member. It is a real pleasure to have these two appointees who have already impressed us with their interest and contributions.

Board Website Wins National Award

Bill Fleming

I am pleased to announce that the Board of Social Work Examiners' (the Board) website was awarded the 2004 Publication Award by the Association of Social Work Boards (ASWB). The award recognized the Board's website among those of Boards throughout the United States and the 6 provinces of Canada that are members of ASWB. In bestowing the award, ASWB noted that "... the Maryland board has produced an extremely user-friendly website that provides all the relevant information to all board constituents - licensees AND the public." Other comments included "...using appropriate technology in the right ways" and "Maryland doesn't go overboard, which is great."

Credit for development, maintenance and improvement of the Board's website goes to staff member Riya Rahman. Riya has done an outstanding job with the website and Board staff have contributed many ideas for improvement that Riya has taken and implemented to make the site both user friendly and informative. When visiting the site, one can navigate from information about the Board, staff, licensing and supervision to legislation, regulations, the complaint process and the Mental Health Volunteer Corps. There are also links to a number of organizations and other pertinent sites. Even more improvements are planned for the future.

You are invited to visit the Board's website at www.dhmh.state.md.us/bswe/

**Maryland State Board of
Social Work Examiners**
4201 Patterson Avenue, Room 217
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BOARD STAFF MEMBERS

William R. Fleming, III
Executive Director

Gloria Jean Hammel
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