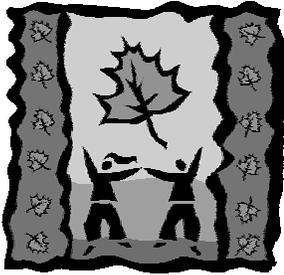


Fall 2006



Special points of interest:

- **Scope of Practice**
- **Public Information Act**
- **“To Pay Attention”: It’s Simple But Not Always Easy**
- **Board Vacancy**
- **Board’s Website**

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Bulletin of BSWE



Yvonne M. Perret, LCSW-C
Board Chair

Greetings! As the relatively new chair of the Board of Social Work Examiners, I want to take this opportunity to update you on the current—and ongoing—work of the Board. Jim Merrow, our new Executive Director, has brought to the Board a wealth of experience and familiarity with the work not only of boards and commissions but also of state operations in general. We are delighted to have Jim with us. In addition, I am very pleased to have Anne Walker with us as well to help manage the significant workload that requires a staff social worker’s attention.

When I became a member of the Board, I had a significant learning curve to understand all the demands and processes of the Board. And, I admit, I’m still learning. The Board spends a great deal of time considering and determining outcomes for complaints that come to us. This process is a complex and lengthy one that requires our constant care and attention. Decisions are often difficult and are made to the very best of our ability. Besides the monthly meetings that last virtu-

Attention

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* 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.

ally all day, Board members also serve on at least one committee. The busiest of these is the Discipline Case Review Committee (DCRC) which begins the process of review of complaints. Other committees cover credentialing and supervision, the newsletter, regulations, and legislation.

Currently, our budget is sound; we are able to offer with this year’s renewals the reduced licensing fee and are pleased about this. We will continue to manage the budget so that we keep licensing and renewal fees as minimal as possible at the same time that we improve our operations.

Lastly, we are beginning the process of developing a system to do on-line renewals for licensing and a comprehensive policies and procedure manual to guide the ongoing work of the Board and staff. The work of the Board is always in process. I welcome hearing from our colleagues and licensees—both compliments and suggestions! Although our primary obligation is to protect the public, we are also here to serve you. I look forward to our further conversations.

Anyone interested in verifying the licensing status of a social worker should check out the Board of Social Work Examiner’s website at <http://www.dhmh.state.md.us/bswe/> or contact the Board office at 410-764-4788.



Sanctioned
 Licensees: Current
 through October 31
 2006.

Updated Sanctions: Current through October 31 2006 *

NAME	STATUS
1. Beverly Anita Alford-Williams Case # 801	License on Probation 05/12/2006- 05/12/2009
2. Milton A. Clarke Case # 799	License Revoked on 10/13/2006
3. Susan W. Federroll Case # 458	License Surrendered 02/10/2006
4. Ronald C. Gompf Case # 924	License on Probation 04/14/2006 - 04/14/2008
5. Mairi Brighid Grizzard Case # 938	License Suspended 03/10/2006 - 03/10/2008
6. Rosemary McDowall Case # 584	License Suspended 06/10/2005 - Present
7. Thomas Mumaw Case # 780	License Suspended 09/16/2005 - Present
8. Anita Parr Case # 362	License on Probation 05/12/2006 - 05/12/2007
9. Reginald Suggs Case # 493	License Suspended 09/13/2004 - Present
10. Elizabeth A. Titus Case #411	License on Probation 03/08/02 - Present
11. Patricia Tenanty Case # 456	License on Probation 01/14/2005 - 01/14/2007

ATTENTION: In order to practice social work in Maryland, you must be licensed by the Maryland Board of Social Work Examiners. You must be licensed as a LGSW in order to begin to accumulate the hours necessary to qualify for advanced licensure (LCSW & LCSW-C).

**Please note that the Board makes every effort to insure the accuracy of this list, however, the occasional typographical error may occur. Please contact the Board office with any questions or for clarification.*

Scope of Practice

A licensed social worker may practice social work only within the scope of the specific type of license issued by the Board. "Practice social work" means to apply the theories, knowledge, procedures, methods, or ethics derived from a formal educational program in social work to restore or enhance social functioning of individuals, couples, families, groups, organizations, or communities through: Assessment; Formulating diagnostic impressions; Planning; Intervention; Evaluation of intervention plans; Case management; Information and referral; Counseling that does not include diagnosis or treatment of mental disorders; Advocacy; Consultation; Education; Research; Community organization; or Development, implementation, and administration of policies, programs, and activities.

A licensed associate social worker may not: practice social work without the supervision of a licensed certified social worker or licensed certified social worker-clinical who meets the require-



Gloria Jean Hammel
 Director of Certification &
 Licensing

(Continued from page 2)

ments specified in the regulations (COMAR 10. 42. 08) ; may not make a clinical diagnosis of a mental or emotional disorder; and may not provide psychotherapy.

For an individual licensed as a graduate social worker, practice social work also includes the treatment of psychosocial conditions and mental disorders and the provision of psychotherapy under the direct supervision of a licensed certified social worker-clinical. A licensed graduate social worker may not practice graduate social work without the supervision

of a licensed certified social worker or licensed certified social worker-clinical who meets the requirements specified in the regulations; may not treat mental or emotional disorders or provide psychotherapy without the direct supervision of a licensed certified social worker-clinical; may not diagnose a mental disorder.

For an individual licensed as a certified social worker, practice social work also includes: supervision of other social workers; and treatment of psychosocial conditions and mental disorders and the provision of psychotherapy under the direct

supervision of a licensed certified social worker-clinical. A licensed certified social worker may not treat mental or emotional disorders or provide psychotherapy without the direct supervision of a licensed certified social worker-clinical and may not diagnose a mental disorder.

For an individual licensed as a certified social worker-clinical, practice social work also includes: supervision of other social workers; valuation, diagnosis, and treatment of psychosocial conditions and mental disorders as defined in § 10-101(f) of the Health - General Article; and the provision of psychotherapy.



Please be advised that a licensee may not have his/her contact information with the Board kept private.

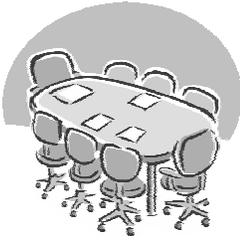


FYI on the Maryland Public Information Act

Under the Maryland Public Information Act (“PIA”), the public is granted access, or can be denied access, to records of all kinds, and of all units of State government, including the health occupation boards. The basic mandate of the PIA is to enable people to have access to government records without unnecessary cost or delay. The general rule favors the public’s right to information; for the Board to deny inspection, the materials must fall within a statutory exception. Please be advised that a licen-

see may not have his/her contact information with the Board (business telephone number and business address, or home address if the business address is not available) kept private. If requested by a member of the public, the Board must disclose this information. In addition, under the statute, the Board must disclose, upon request, a licensee’s educational and occupational background, professional qualifications and orders resulting from formal disciplinary actions. A licensee, however, may have

his/her name removed from the Board’s list of licensees that is compiled for sale. Upon written request by a licensee, the Board must remove the licensee’s name from its list of licensees, which is sold to various entities. In essence, in return for the privilege of having a license to practice social work in Maryland, a person’s basic licensure information is subject to disclosure in the interest of public protection under the PIA.



The Maryland Board of Social Work Examiners currently has an opening for two Board Members.

Board Members and their Terms

Yvonne M. Perret, LCSW-C
Board Chair
11/10/2003- 06/30/2007

Stephanie B. Sharpe, LGSW
Board Member (Secretary / Treasurer)
03/22/2002- 06/30/2008

Daniel L. Buccino, LCSW-C,
BCD
Board Member
07/01/2005- 06/30/2008

Cherie Cannon, LCSW-C
Board Member
11/10/2003- 06/30/2007

Emanuel Mandel, ACSW,
LCSW-C
Board Member
07/01/2003 - 06/30/2007

Yvonne Bryant, LCSW-C
Board Member
07/01/2005- 06/30/2009

Philip Newsom, LCSW-C
Board Member
7/1/2005 - 6/30/2009

Solomon O. Akwara
Board Member (Consumer)
07/01/2004 - 06/30/2008

Trinita Robinson
Board Member (Consumer)
07/01/2005 - 06/30/2009

Board Vacancy

The Maryland Board of Social Work Examiners currently has an opening for two board members. Requirements:

- Must be a resident of the State of Maryland
- Must be licensed in the State of Maryland

Except for the Licensed Social Worker Associate (LSWA) or Licensed Graduate Social Worker (LGSW), an applicant must have been licensed in the State for five years immediately preceding the appointment and actively employed in the field of social work for at least three of the five years immediately preceding the appointment. Applicant may be licensed at any level for these positions. (LSWA, LGSW, LCSW, LCSW-C)

If interested please contact

Anna Lieberman at the Department of Health and Mental Hygiene,
Office of Appointments and Executive Nominations,
Room 519A, 201 W. Preston Street,
Baltimore, MD 21201
Telephone:410-767-4049, Fax 410-333-7687,
email: alieberman@dhmh.state.md.us

Board Website

Check out the Board of Social Work Examiners website <http://www.dhmh.state.md.us/bswe/>. It contains information on:

- Licensing requirements
- Continuing education information and list of approved sponsors
- Link to change address on line
- Lists of licensees for verification and Board approved registered supervisors are available
- Links to chapters from COMAR and the Maryland Code
- Application forms for those interested in volunteering with the Maryland Behavioral Health Volunteer Corp.
- Forms in PDF and in Word
- Other related sites



FREQUENTLY ASKED QUESTIONS

Q: If I wish to supervise candidates for advanced licensure, when will I be required to register with the Board and how can I obtain a registration form?

A: The LCSW or LCSW-C supervisor must meet the supervision requirements outlined in COMAR 10.42.08, which went into effect on July 1, 2004, and be a Board approved supervisor before providing supervision for advanced licensure. The supervisory registration form is available on the Board's web site <http://www.dhmh.state.md.us/bswe/> and the web site also lists the names of all of the Board approved supervisors.

Q: If I am unable to obtain supervisory hours from a LCSW or LCSW-C supervisor in my agency, can I go outside of the agency to obtain supervision which will qualify for licensure at one of the advanced levels?

A: Yes. Arrangements to obtain supervision for licensure at one of the advanced levels can be made within or outside of the agency. All social work supervision must be in compliance with COMAR 10.42.08.

Q: Is the training requirement in social work supervision a one-time-only requirement or an ongoing requirement?

A: It is a one-time-only requirement. According to COMAR 10.42.08, a social worker must meet the training requirement as one of the qualifications as a social work supervisor. The training requirement consists of one of three options: a social work graduate course in social work supervision; or 12 hours of agency-sponsored training; or 12 credit hours of continuing education in social work supervision by a Board-authorized sponsor.

Q: Can an LCSW or LCSW-C supervise an LSWA or an LGSW before she/he completes the training requirement in social work supervision?

A: No, all social work supervisors must have completed the supervision training requirements before supervising.

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

A: Only if you supervise a candidate for advanced licensure (LCSW or LCSW-C).

Q: Can hours from group supervision be used toward licensure at the LCSW or LCSW-C levels?

A: Yes. Seventy-two (72) hours of the 144 hours required for supervision can come from group supervision. However, the group size cannot exceed 6 supervisees.

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, a 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: Does the Board keep a list of approved continuing education programs and sponsors?

A: The Board does not keep a list of approved programs. However, the Board does maintain a list of approved sponsors on the Board's web site, which one can access at <http://www.dhmh.state.md.us/bswe/>



Seventy-two (72) hours of the 144 hours required for supervision can come from group supervision. The group size cannot exceed 6 supervisees.



Dan Buccino, LCSW-C

“a fair amount of business coming before the Board concerns licensees who, quite simply, do not pay attention to communications from the Board.”

“To Pay Attention”: It’s Simple But Not Always Easy

BY - Dan Buccino: Chair-Disciplinary Case Review Committee

I hate to sound like a scold, but I would like to alert licensees to some common-sense observations that may help some avoid a lot of grief later.

In my first year of membership on the Board of Social Work Examiners, it strikes me that a fair amount of business coming before the Board concerns licensees who, quite simply, do not pay attention to communications from the Board. The Board frequently mails information and updates to licensees that include a newsletter a few times a year as well as biennial license renewal applications and other information as relevant and timely.

In April 2005, the Board mailed to all licensees the definitive and highly useful “Green Book” of Maryland law and regulations pertaining directly to social work practice. In addition, BSWE has one of the most robust and informative websites www.dhmd.state.md.us/bswe/ of the state’s professional licensure Boards, that contains just about everything one needs to know about the practice of social work in Maryland.

Being licensed as a social worker in the state of Maryland is a tremendous opportunity to practice our chosen profession, but it also confers great responsibility. Just as no one presumes to drive without a license or insurance, or attend a college that is not accredited, a licensee should not presume to take on the responsibilities of social work licensure without becoming fully informed about the laws and regulations that concern our practice, our profession, and our livelihood, and which are designed to protect the public, our clients, and ourselves.

In particular, painful and difficult situations can be avoided simply by paying close attention to our regulations concerning continuing education requirements, COMAR (Code of Maryland Regulations) 10-42-06, and supervision, COMAR 10-42-08. Also, keeping the Board apprised of name and address changes, a responsibility of ours which is required by statute, can be done in writing or conveniently via our website. That way you’ll be sure never to miss a Board communication.

Social workers must obtain 40 hours of continuing education (CEU) credit in each 2-year license-renewal cycle, including 3 category I credits in ethics. BSWE audits have revealed a number of instances of non-compliance with this requirement. Furthermore, licensees have been signing off stating they have completed the requirements when, on audit, they appear to have not. As a result, licensees now will affirmatively attest to satisfaction of this requirement as a condition of eligibility for re-licensure. This will be done instead of the Board’s re-licensing people and then needing to take retroactive disciplinary action. Just as maintaining insurance is a prerequisite for re-licensing a car, so too is continuing education a prerequisite for re-licensing a social worker.

Unfortunately, under penalty of fraud, licensees will need to assume more responsibility for satisfying our biennial CEU requirements.

Please note that unless the training is a live, real-time webcast with interaction possible with a live presenter, (Continued on Page 7)

“To Pay Attention”: It’s Simple But Not Always Easy

BY - Dan Buccino: Chair-Disciplinary Case Review Committee (Continued)

(Continued from Page 6)

and it is at least 3 hours (or 1 ½ hours if part of a series), web-based continuing education programs qualify for Category II CEU credits only.

Another important clarification concerns supervision requirements for licensees and their supervisors. Since 2004, licensees who supervise other social workers for advanced licensure have had to be qualified and registered with the Board. There have been heartbreaking incidents wherein, for instance, LGSWs have accumulated many hours of what they thought were qualifying hours for advanced licensure only to discover that their supervisors, although LCSW-Cs, were not Board approved and registered supervisors. Since the Board does not have the authority to waive its own statute or regulations, these LGSWs have not been able to use their accumulated hours with non-registered supervisors toward their own advanced licensure.

It is imperative that social

workers who are working toward advanced licensure verify that their supervisors are BSWE-approved and registered supervisors. This can be done via the website. More importantly, however, more experienced social workers who profess to be supervisors of newer social workers for advanced licensure, must become familiar with these regulations, which are now over 2 years old, to ensure that supervisees do not lose work hours towards advanced licensure. Not doing this can lead to very serious repercussions for supervisees.

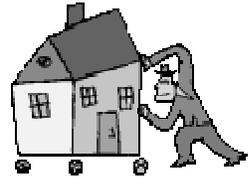
Finally, just as we automatically inform the post office, the MVA, and our employers of any address changes, social workers are obligated to inform the Board of any new name or address changes. The BSWE does not have the resources to attempt to track down every licensee, among the 12,000 licensed by the BSWE, who relocates. It is the responsibility of the licensee to maintain current addresses as well as to adhere to

other social work laws and regulations.

We hope that licensees do not perceive the BSWE as a remote, mysterious, inaccessible entity implementing arbitrary regulations and requirements. BSWE meetings are generally held monthly and are open to the public; all governing laws and regulations go through an extensive review process before they are implemented.

It is simple, but not always easy, or not always foremost on people’s minds, to read communications from the Board and check the website periodically. Just as it is a privilege to drive, and with that privilege comes many responsibilities, so too does social work licensure.

There are no secrets held by the Board, but there are responsibilities for licensees. As the poet Mary Oliver once wrote, “To pay attention, this is our endless and proper work.”



Address Change

“Social workers are obliged to inform the Board of any new name or address changes.”



COMAR: Code of Maryland Regulations

Check out COMAR Online by visiting their website: <http://www.dsd.state.md.us/comar/> One can get a direct link to COMAR 10.42.01 to 10.42.08 by visiting the Board’s website too.

Unit # 98

Maryland Board of Social Work Examiners

4201 Patterson Avenue, Room 217

Baltimore, Maryland 21215-2299



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