



## SOCIAL WORKER & SOCIAL WORK TECHNICIAN

# SCOPES OF PRACTICE



Adopted by the  
Board of Directors  
December 9, 2023

Policy in effect  
June 7, 2024

New Brunswick Association  
of Social Workers



## Acknowledgements

This work is a collective effort of the NBASW Ad Hoc Scope of Practice Committee, which was comprised of the following individuals:

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The NBASW would also like to acknowledge the extensive involvement of current and future NBASW members in the development of the *Social Worker and Social Work Technician Scopes of Practice*. This document would not have been possible without the ongoing work and dedication of provincial social workers and social work technicians.



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## Introduction

The New Brunswick Association of Social Work (NBASW) regulates the social work profession in New Brunswick, in addition to regulating a social work paraprofession, called social work technicians. For each professional category, the NBASW controls both the title and the scope, as provided by the NBASW Act (2024).

## Scope of Practice Statements: An Overview

Articulating the scope of practice for a profession is a critical regulatory activity that assists regulated individuals in understanding the tasks they can perform in practice. A scope of practice is a description of a profession's activities, including the boundaries of these activities, especially in relation to other professions where similar activities may be performed. The objective of this document is to assist members, employers, and members of the public in understanding the scopes of practice of the professions regulated by the NBASW, as well as the distinctions between them.

Scope of practice statements are general statements describing the activities that social workers and social work technicians are authorized, educated, and competent to perform.<sup>1</sup> Scope of practice statements provide the basis for the development of practice standards, competencies for entry-level practitioners, and regulation. Scopes of practice also guide curriculum development for educational programs and assists employers in determining appropriate service delivery models, in addition to informing the general public on what services social workers and social work technicians are qualified to provide.<sup>2</sup> Having a clear scope of practice provides clarity to social workers and social work technicians and protects the public by ensuring that they receive the services they need from the appropriate professionals.

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<sup>1</sup> Competence is defined as having the appropriate knowledge, skills, training, attitude, and judgement to safely and effectively perform an activity.

<sup>2</sup> Wording based on the Association of New Brunswick Licensed Practical Nurses document titled *Scope of Practice: Professional Practice Series*.

## Components of Scopes of Practice

The scope of practice of each social worker or social work technician includes three components; (1) professional scope of practice, (2) individual scope of practice, and (3) tasks of employment. These components are interrelated and may impact each social workers' and social work technicians' scope of practice differently.

### 1. Professional Scope of Practice

Refers to the designated role, functions, and activities that social workers or social work technicians are educated and authorized to perform in practice. The scope of practice is set by the NBASW which establishes the practice boundaries for all social work and social work technician practice in the province of New Brunswick.



### 2. Individual Scope of Practice

Represents a social workers' or social work technicians' practice based on their current practice context, education, experience, and competencies. The individual scope of practice can be expanded or minimized by changes in the practice context. Individual scopes of practice can evolve over time, as social workers or social work technicians gain additional competencies in relation to their practice environments.

### 3. Tasks of Employment

The description of the social workers' or social work technicians' role that is defined by the employer through organizational policies and job descriptions. An employer defines the parameters of the various roles and duties to be performed and is not obligated to allow a social worker or social work technician to perform all the activities described in their professional scopes of practice. The tasks of employment have the biggest impact on an individual's scope of practice. The tasks of employment change across employment settings and social workers and social work technicians are accountable to know what is expected of them in their current roles. The individual scope of practice and the tasks of employment may not exceed the professional scope of practice.



## Social Workers & Social Work Technicians

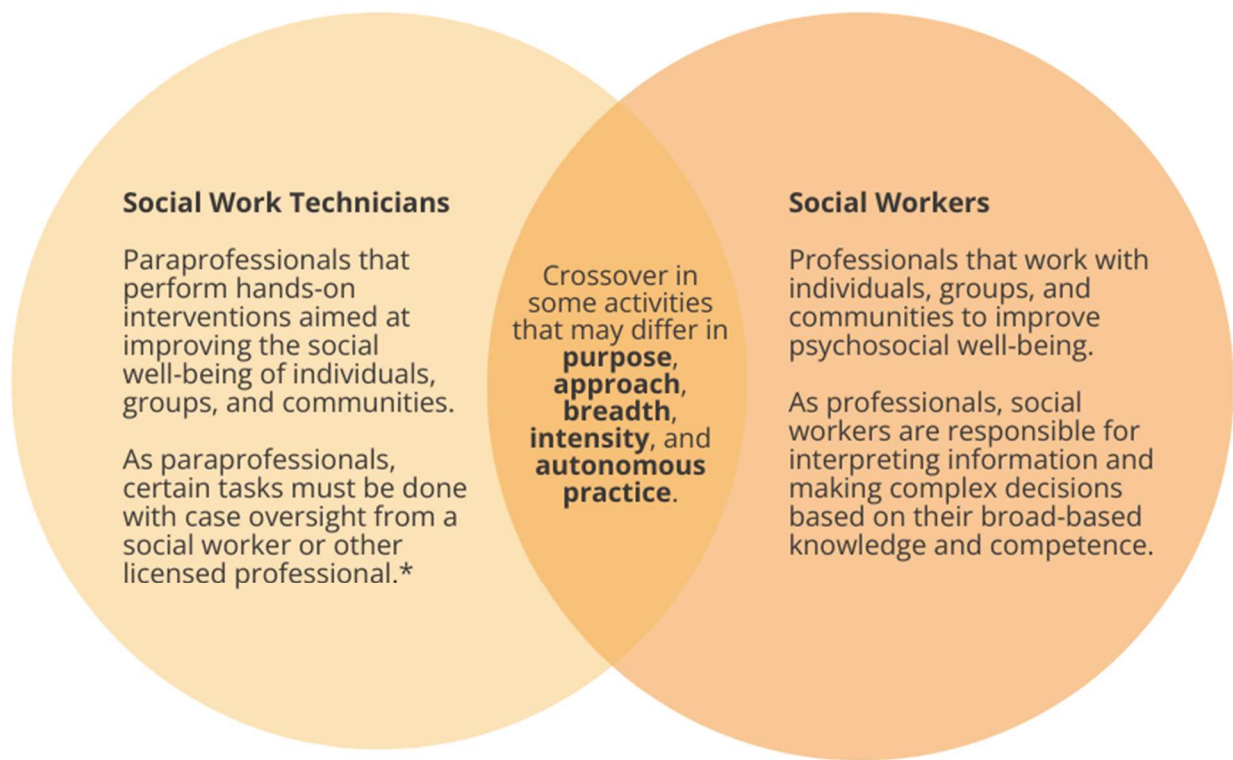
It is acknowledged that there is some overlap between the scope of practice statement for social work and the scope of practice statement for social work technicians, as further described below. The social worker and social work technician scopes of practice differ in some critical areas, including:

1. the activities performed;
2. the purpose for which the profession does an activity;
3. the intervention approach drawn upon in practice;
4. the breadth and intensity of services; and
5. autonomous practice.

Social work technicians have college-level education from a recognized social work technician program. Social work technician training provides a solid foundation and pathway for continued studies in social work. Technicians work with clients, groups, and communities and perform hands-on interventions aimed at improving social well-being to allow clients to reach optimal social functioning. As paraprofessionals, certain tasks must be done with case oversight from a social worker or other licensed professional.

Social workers have a university-level education in social work, with the minimum education being a Bachelor of Social Work from an accredited university program. Many social workers also hold a Masters-level social work education. Social workers are professionals that work with clients, groups, and communities to improve psychosocial well-being to allow clients to reach optimal psychosocial functioning. As professionals, social workers are responsible for interpreting information and making complex decisions based on their broad-based knowledge and experience.

Although there is some overlap in the curriculum of college courses from social work technicians, and university-level social work training at the Bachelor and Master level, there are variations in intensity, breadth, theory, and research. The same is true for practice activities. While there may, at times, be crossover in the type of activities performed by social workers and social work technicians, differences exist in the purpose for which the activity is performed, the intervention approach that is drawn upon in practice, the intensity and breadth of the activity, the theory and research basis that is required to execute these activities in a safe and competent manner, and whether the activity can be performed autonomously in practice or whether case oversight is required. A grid for scopes of practice that breaks down specific practice activities for each profession can be found in Appendix A.



*\*Social workers may also perform activities within the social work technician scope of practice while social work technicians perform activities within their specific scope.*

Social workers and social work technicians are regulated professionals/paraprofessionals who practice within their respective scopes of practice, performing activities within their scopes and individual areas of competence.<sup>3</sup> The ethical obligation of competence in professional practice requires practitioners to possess the skills, knowledge, training, attitude, and judgement that is needed to practice safely and effectively, to ensure clients receive the highest quality services possible. Individual competence is developed through education, training, continuous professional development, supervision, and a self-reflective approach to practice that bolsters learning from experience.<sup>4</sup>

<sup>3</sup> Social workers can perform activities within the social work technician scope of practice but social work technicians cannot perform activities within the social work scope.

<sup>4</sup> Definition taken from CASW (2020). CASW Scope of Practice Statement. Retrieved from [https://www.casw-acts.ca/files/documents/Scope\\_of\\_Practice\\_Statement\\_2020\\_1.pdf](https://www.casw-acts.ca/files/documents/Scope_of_Practice_Statement_2020_1.pdf)



## Job Descriptions

When deciding whether a position requires the use of social work knowledge or social work technician knowledge, employers must consider the tasks that will be required in the role as well as the intensity and breadth of knowledge and the skill and judgment that will be required. Positions that require hands-on interventions based on established case plans and that are aimed at improving social functioning are best suited for social work technicians. Positions that have a higher level of complexity and require an assessment of the person within their environment, interpretation, and complex decision-making and intervention require a higher level of competence and must be filled by social workers. Members are responsible for ensuring that the tasks they perform within their roles fall within their scope of practice and must only undertake activities providing they are competent and authorized to do so (see Appendix B for an intervention decision-making tool).



## Social Work Profession

“Practice of social work” means the assessment, diagnosis and prevention of social problems, and the enhancement and rehabilitation of social functioning of individuals, families, groups and communities by means of:

- (a) the provision of direct counselling services within an established relationship between a social worker and a client or in collaboration with health and other professionals;
- (b) the development, promotion and delivery of human service programs, including that done in collaboration with health and other professionals;
- (c) the development and promotion of social policies aimed at improving social conditions and promoting social equality; and
- (d) any other activities consistent with the objects of the Association.<sup>5</sup>

Social work is a practice-based profession and academic discipline founded on the theories of social work, social science, and humanities. It is advanced through an evidence informed approach and recognizes the importance of Indigenous ways of knowing in practice, the development of knowledge and education, clinical services, policy, and research. Social work focuses on the person within their environment and recognizes the importance of family, community, culture, legal, social, spiritual, and economic influences that impact the well-being of individuals, families, groups, and communities. Social work applies a strengths-based perspective and views individuals, families, and communities as resourceful, resilient, and having capacity. Principles of respect for the inherent dignity and worth of persons, the pursuit of social justice, and culturally responsive practice that applies an anti-oppressive lens to all areas of practice and is grounded in ethics, values, and humility, are central to social work.<sup>6</sup>

Social work practice responds to the needs of individuals, families, groups, and communities and addresses barriers and injustices in organizations and society. Social work focuses on improving health and social well-being using the social determinants of health framework when delivering services, navigating systems, and advocating for equitable access to and improvement of the multiple dimensions that impact health and well-being. Social work engages people and communities to address life challenges and traumatic events, to create change, and build

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<sup>5</sup> Definition taken from the New Brunswick Association of Social Workers (2019). New Brunswick Association of Social Workers Act. Retrieved from <https://www.nbasw-atsnb.ca/assets/Uploads/Final-NBASW-Act-Royally-Assented.pdf>

<sup>6</sup> Canadian Association of Social Workers (2020). CASW Scope of Practice Statement. Retrieved from [https://www.casw-acts.ca/files/documents/Scope\\_of\\_Practice\\_Statement\\_2020\\_1.pdf](https://www.casw-acts.ca/files/documents/Scope_of_Practice_Statement_2020_1.pdf)

resiliency. Social work also collaborates with other professionals, communities, and organizations to provide services, improve conditions, and create opportunities for growth, recovery, and personal development.<sup>7</sup>

Social workers possess technical competencies and are responsible for gaining a complete understanding of the clients they work with, while also understanding the broad and often complex social realities in which their client functions. Adopting the person-in-environment approach that is unique to the profession, social workers conduct psychosocial analyses to make an ongoing series of judgements as to the nature of the presenting situation and based on these judgements formulate the actions to be taken or not taken, actions for which the social worker must be prepared to be held accountable.<sup>8</sup> Outcomes of social work intervention and strategies is to achieve optimum functioning at emotional, interpersonal, and social systemic levels.<sup>9</sup>

### Social Work Scope of Practice Statement

The scope of practice for the profession of social work means the assessment, diagnosis,<sup>10</sup> treatment, and evaluation of individual, interpersonal, and societal problems through the use of social work knowledge, skills, interventions and strategies, to assist individuals, families, groups, and communities to achieve optimum psychosocial and social functioning and well-being and includes the following:

1. The provision of clinical services, including psychosocial assessment, treatment and evaluation services, within a relationship between a social worker and a client;
2. The provision of supervision and/or consultation services to a social worker, social work student or other supervisee;
3. The provision of social support to individuals and/or groups including relationship building, life skills instruction, employment support, tangible support including food and financial assistance, and information and referral services;
4. The provision of educational, training, and professional development services related to the social work profession and the social work technician paraprofession;
5. The development, promotion, management, administration, delivery and evaluation of social service programs, including that done in collaboration with other professionals;

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<sup>7</sup> Canadian Association of Social Workers (2020). CASW Scope of Practice Statement. Retrieved from [https://www.casw-acts.ca/files/documents/Scope\\_of\\_Practice\\_Statement\\_2020\\_1.pdf](https://www.casw-acts.ca/files/documents/Scope_of_Practice_Statement_2020_1.pdf)

<sup>8</sup> Social workers in medical settings conduct biopsychosocial assessments in their work.

<sup>9</sup> Wording adapted from the OCSWSSW (2008). Position Paper on the Scopes of Practice. Retrieved from <https://www.ocswssw.org/wp-content/uploads/Position-Paper-on-Scopes-of-Practice-2018-revised-20180626.pdf>

<sup>10</sup> Mental health diagnosis can only be performed by social workers who hold *Advanced Practice Registered Social Worker* (APRSW) licensure, an advanced category of licensure regulated by the NBASW that allows for an expanded social work scope of practice.

6. The development, promotion, management, administration, delivery, and evaluation of organizations, programs, and services, including those done in collaboration with other professionals.
7. The delivery of services and interventions that support community development and enrich individual, family, and collective well-being;
8. The provision of services in organizing and/or mobilizing community members and/or other professionals in the promotion of social change;
9. The provision of advocacy activities to address barriers and inequities that exist in organizations and society;
10. The provision of contractual consultation services to other social workers or professionals or organizations;
11. The development, promotion, implementation and evaluation of social policies aimed at improving social conditions and equality;
12. Professional conduct and services founded in the ethics, standards, and guidelines of the profession;
13. The conduct of research regarding the practice of social work, as defined in paragraphs (1) to (12) above; and
14. Any other activities approved by the Association.<sup>11 12</sup>

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<sup>11</sup> Based on the Canadian Association of Social Workers (2020). CASW Scope of Practice Statement. Retrieved from [https://www.casw-acts.ca/files/documents/Scope\\_of\\_Practice\\_Statement\\_2020\\_1.pdf](https://www.casw-acts.ca/files/documents/Scope_of_Practice_Statement_2020_1.pdf)

<sup>12</sup> Based on the OCSWSSW (2008). Code of Ethics and Standards of Practice Handbook. Retrieved from <https://www.ocswssw.org/wp-content/uploads/Code-of-Ethics-and-Standards-of-Practice-September-7-2018.pdf>

## Social Work Technician Paraprofession

“Practice as a social work technician” means the paraprofessional support to the assessment, prevention of social problems, enhancement of social functioning, and the rehabilitation of individuals, families, groups, and communities.<sup>13</sup>

The social work technician paraprofession is an academic discipline and practice that pertains to working with individuals, families, groups, and communities to support them in meeting their basic needs while also enhancing their social functioning. Through the provision of hands-on interventions that fall within their scope of practice, social work technicians assist those facing challenging life events and work with many of the same populations as social workers.

Social work technicians possess helping skills and provide hands on interventions with the goal of helping clients to achieve optimal social functioning and well-being. Social work technicians are often employed alongside social workers and implement the aspects of case plans that fall within their scope of practice. Social work technicians collaborate with social workers and other professionals in practice and provide information that helps to inform the case plans developed by social workers and other professionals.

Through their education, social work technicians have a technician-level understanding of the interrelated nature of people and their environments. While professionals, such as social workers, are responsible for conducting and interpreting assessments, social work technicians are responsible for working closely with clients to support them through the course of action determined by the professional. Social work technicians are specially trained to work closely with clients and support them through a range of hands-on interventions aimed at improving their social functioning and well-being.<sup>14</sup>

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<sup>13</sup> Definition provided in the draft NBASW Act approved by members.

<sup>14</sup> Wording adapted from the OCSWSSW (2008). Position Paper on the Scopes of Practice. Retrieved from <https://www.ocswssw.org/wp-content/uploads/Position-Paper-on-Scopes-of-Practice-2018-revised-20180626.pdf>



## Social Work Technician Scope of Practice Statement

The scope of practice for the social work technician paraprofession means the use of social work technician knowledge, skills, interventions, and strategies to assist individuals, families, groups, and communities to achieve optimum social functioning and well-being and includes the following:<sup>15</sup>

1. The provision of supportive services within a relationship between a social work technician and a client;
2. The provision of supervision and/or consultation to a social work technician or social work technician student;
3. The provision of foundational social support to individuals and/or groups to enhance social functioning including relationship building, life skills instruction, employment support, tangible support including food and financial assistance and information and assistance in navigating community resources;
4. The provision of educational, training, and professional development services related to the social work technician paraprofession;
5. The foundational delivery of services and interventions that support community development and enrich individual, family, and collective well-being;
6. The provision of foundational services in organizing and/or mobilizing community members and/or other professionals in the promotion of social change;
7. The foundational development, promotion, implementation and evaluation of social policies aimed at improving social conditions and equality;
8. Professional conduct and services founded in the ethics, standards, and guidelines of the profession;
9. The conduct of research regarding the practice of social work technicians, as defined in paragraphs (1) to (8) above; and
10. Any other activities approved by the Association.

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<sup>15</sup> Based on the OCSWSSW (2008). Code of Ethics and Standards of Practice Handbook. Retrieved from <https://www.ocswssw.org/wp-content/uploads/Code-of-Ethics-and-Standards-of-Practice-September-7-2018.pdf>

## Appendix A: Grid for Scopes of Practice

This grid is intended as a guide to assist people in understanding the differences in the levels of regulation and to show who would typically be responsible for various activities and functions.<sup>16</sup>

17 18 19 20

While there may at times be some crossover in the type of activities performed by social workers and social work technicians, differences exist in the purpose for which the activity is performed, the intervention approach that is drawn upon in practice, the intensity and breadth of the activity, the theory and research basis that is required to execute these activities in a safe and competent manner, and whether the activity can be performed autonomously in practice or whether case oversight is required.<sup>21</sup>

For the social workers and social work technicians, the ability to carry out the activities within their respective scopes is predicated on the use of professional knowledge and skills in ways that are consistent with professional ethics and values.<sup>22</sup> As outlined in the NBASW Code of Ethics, social workers and social work technicians only undertake activities that are within their scope when they are competent and authorized to do so, ensuring that the appropriate supervision is received when required. With matters pertaining to professional practice, social workers and social work technicians will need to seek out clinical supervision on an as-needed basis. Social workers and social work technicians may perform other activities, as approved by the NBASW.

As professionals, social workers have the competency to perform activities autonomously in practice, seeking supervision as required. As paraprofessionals, social work technicians also may perform activities autonomously, seeking supervision as required, but also have certain activities within their scope that can only be performed with case oversight from a social worker or other licensed professional. The supervision requirements are identified in the grid below with A

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<sup>16</sup> Grid based on Canadian Association of Social Workers (2020). Scope of practice statement. 3-5. Retrieved from [https://www.casw-acts.ca/files/documents/Scope\\_of\\_Practice\\_Statement\\_2020\\_1.pdf](https://www.casw-acts.ca/files/documents/Scope_of_Practice_Statement_2020_1.pdf)

<sup>17</sup> Grid based on National Association of Social Workers Michigan Chapter (n.d.). Social work grid for scope of practice. Retrieved from <https://www.nasw-michigan.org/page/Scope>

<sup>18</sup> Grid based on tables 2.1 and 2.2 from Gibelman, M. (2004). *What social workers do: 2<sup>nd</sup> edition*. NASW Press. 14-16.

<sup>19</sup> Grid based on Association of Social Work Boards (ASWB; 2023). Examination Guidebook. Retrieved from <https://www.aswb.org/wp-content/uploads/2023/01/ASWB-Examination-Guidebook.pdf>

<sup>20</sup> Grid based on the Canadian Council of Social Work Regulators (CCSWR; 2012). Entry-level competency profile for the social work profession in Canada. Retrieved from <http://www.ccswr-ccorts.ca/wp-content/uploads/2017/03/Competency-Profile-FINAL-Eng-PG-1-51.pdf>

<sup>21</sup> Competence is defined as having the appropriate knowledge, skills, training, attitude, and judgement to safely and effectively perform an activity.

<sup>22</sup> Gibelman, M. (2004). *What social workers do: 2<sup>nd</sup> edition*. NASW Press. 14.



indicating autonomous practice and *CO* indicating the requirement for case oversight being received.

**A = Autonomous Practice.** *Social work technicians may perform the activity, seeking supervision when required.*

**CO = Case Oversight.** *Social work technicians are tasked with implementing portions of case plans that fall within their scope of practice and are required to complete certain tasks only when receiving case oversight from a social worker or other licensed professional.*

For further questions pertaining to the scopes of practice and the specific activities within, please contact the NBASW:

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GOALS AND ACTIVITIES PERFORMED	SOCIAL WORK TECHNICIAN		SOCIAL WORKER
<b>GOAL 1: TO ENHANCE PROBLEM-SOLVING, COPING, AND DEVELOPMENT CAPACITIES OF PEOPLE</b>			
<b>Activity 1.1: Advice and Counselling</b>			
a. Provision of psychosocial assessment, treatment, and evaluation services.			√
b. Counselling and therapy with individuals, families, groups, and communities.			√
c. Psychotherapy with individuals, families, groups, and communities.			√
d. Crisis intervention services that may be required throughout the course of regular, non-crisis intervention specific, service delivery.	√	A	√
e. Crisis intervention services that may be required throughout the course of regular service delivery and in roles specifically focused on mitigating and responding to crises.			√
f. Assisting other professionals in responding to crisis situations.	√	A	√
g. Independent or private clinical practice including treatment, assessment services, consultation, and psychotherapy.			√
<b>Activity 1.2: Advocacy and Enabling</b>			
a. Advocacy activities and engagement in practices to further human rights and social justice for individuals, groups, and communities.	√	A	√
b. Strategies that include members of a community in conversations and actions.	√	A	√

**A = Autonomous Practice.** Social work technicians may perform the activity, seeking supervision when required.

**CO = Case Oversight.** Social work technicians are tasked with implementing portions of case plans that fall within their scope of practice and are required to complete certain tasks only when receiving case oversight from a social worker or other licensed professional.



c. Teaching or educating clients on basic <sup>1</sup> concepts related to practice in individual or group settings.	√	A	√
d. Teaching or educating clients on complex concepts related to practice in individual or group settings.			√
<b>Activity 1.3: Assessment</b>			
a. Administration of basic assessment checklists requiring interpretation.	√	CO	√
b. Administration and interpretation of assessment checklists of varying purposes and complexities.			√
c. Contributing information that is considered in assessment interpretation, including in competence assessments.	√	CO	√
d. Provision of psychosocial (person-in-environment) assessments.			√
e. Assessment of the client’s situation, their needs, and their readiness for services, applying sensitivity to individual and/or cultural differences and engaging the client in defining their situation.			√
f. Basic risk and safety assessments.	√	CO	√
g. In-depth and advanced risk and safety assessments.			√
h. Psychosocial assessments of mental, emotional, and behavioural disorders and conditions.			√
i. Pre-admission general assessment for mental health facilities.			√
j. Court ordered assessments of client needs, client capacity, client functioning, client mental health, parenting capacity, and family court plans			√
k. Child or adult custody assessments and recommendations.			√
l. Performing capacity assessments.			√

<sup>1</sup> Throughout the document, the terms *basic* and *foundational* align with the breadth and intensity of the course curriculum that is used within recognized social work technician educational programs, which are college-level programs.

**A = Autonomous Practice.** Social work technicians may perform the activity, seeking supervision when required.

**CO = Case Oversight.** Social work technicians are tasked with implementing portions of case plans that fall within their scope of practice and are required to complete certain tasks only when receiving case oversight from a social worker or other licensed professional.

<b>Activity 1.4: Detection and Identification</b>			
a. Contributing information to help in the identification of a client, group, or communities presenting problem.	√	CO	√
b. Contributing information that is used in case intervention/treatment planning.	√	CO	√
c. Identification of presenting problem.			√
d. Service and intervention planning based on the assessment of client needs, eliciting the client's point of view, identifying interventions and services to meet the needs, and review and evaluation of progress.			√
e. Seeking to understand the values, beliefs, traditions, and historical context of clients and incorporating this knowledge into assessments, planning, and interventions.			√
f. Seeking to understand the values, beliefs, traditions, and historical context of clients and incorporating this knowledge into the provision of hands-on services.	√	A	√
g. Participating in meetings and collaborating with other professionals related to service planning, interventions, and service delivery.	√	A	√
h. Case intervention/treatment planning and evaluation.			√
i. Seeking out cultural advice and, when appropriate, pursuing consultation with the assigned Indigenous leaders and Elders when providing services to Indigenous individuals, families, groups, and communities.	√	A	√
j. Interviewing clients regarding client's situation.	√	A	√
<b>Activity 1.5: Diagnosis, Support, and Assistance</b>			
a. Psychosocial diagnosis <sup>2</sup> and treatment of mental, emotional, and behavioural disorders and conditions, for the purpose of providing psychosocial intervention to enhance personal, interpersonal, and social functioning.			√

<sup>2</sup> Mental health diagnosis can only be performed by social workers who hold *Advanced Practice Registered Social Worker (APRSW)* licensure, an advanced category of licensure regulated by the NBASW that allows for an expanded social work scope of practice.

**A = Autonomous Practice.** *Social work technicians may perform the activity, seeking supervision when required.*

**CO = Case Oversight.** *Social work technicians are tasked with implementing portions of case plans that fall within their scope of practice and are required to complete certain tasks only when receiving case oversight from a social worker or other licensed professional.*

b. Case work and case management for individuals, families, couples, and groups.			√
c. Supporting the implementation of case plans.	√	CO	√
d. Making planned and unplanned home visits.	√	CO	√
e. Social support services to individuals, families, and groups.	√	CO	√
f. Providing life-skills training.	√	CO	√
g. Providing supervised visitations, transportation, and other supportive services.	√	CO	√
h. Scheduling appointments and making collateral contacts.	√	A	√
i. Aiding with basic court work, which may include serving clients with different court documents and testifying in court.	√	CO	√
j. Permanency planning.			√
k. Interventions with individuals, couples, families, or groups to enhance or restore the capacity for psychosocial functioning.			√
l. Interventions with individuals, couples, families, or groups to enhance or restore the capacity for social functioning.	√	CO	√
m. Intervention methods using specialized and formal interactions.	√	CO	√
n. Monitoring client's compliance with program's expectations.			√
o. Providing assistance and information about available services and resources.	√	A	√
p. Imparting general information and referral for assistance.	√	A	√
q. Liaising and working collaboratively with other professionals, including as part of multidisciplinary teams.	√	A	√
r. Participating in and contributing information to collaborative planning meetings, including discharge planning.	√	A	√
s. Doing complex discharge planning.			√

**A = Autonomous Practice.** Social work technicians may perform the activity, seeking supervision when required.

**CO = Case Oversight.** Social work technicians are tasked with implementing portions of case plans that fall within their scope of practice and are required to complete certain tasks only when receiving case oversight from a social worker or other licensed professional.

<b>Activity 1.6: Consultation</b>			
a. Consultation to social workers, social work students, other professionals and paraprofessionals, or organizations.			√
b. Consultation to social work technicians and social work technician students.	√	A	√
c. Consultation regarding clinical issues.			√
d. Clinical supervision.			√
<b>GOAL 2: TO LINK PEOPLE WITH SYSTEMS THAT PROVIDE RESOURCES, SERVICES, AND OPPORTUNITIES</b>			
<b>Activity 2.1: Community Mobilization and Organization</b>			
a. Basic analysis of community needs.	√	A	√
b. In-depth analysis of community needs.			√
c. Foundational activities to support the organization of a community to address various social issues.	√	CO	√
d. Advanced methods of organizing a community to address various social issues.			√
e. Basic community engagement, development, and organization.	√	CO	√
f. In-depth community engagement, development, and organization.			√
g. Strategies that raise public awareness.	√	A	√
h. Conducting basic case-finding activities in community.	√	CO	√
i. Conducting advanced case-finding activities in community.			√
j. Basic services and interventions that support community development, mobilization, and organization and enrich individual, family, and collective well-being.	√	CO	√
k. In-depth services and interventions that support community development, mobilization, and organization and enrich individual, family, and collective well-being.			√
l. Provision of training regarding community needs and problems.	√	A	√

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m. Advocacy activities to improve systems and to address structural or systemic inequalities.	√	A	√
<b>Activity 2.2: Referral</b>			
a. Helping clients to navigate community resources and connecting them with services to enhance social well-being.	√	A	√
b. Matching clients with other services based on the assessment of their needs and their preferences.			√
c. Providing treatment referrals to other agencies and programs.			√
<b>GOAL 3: TO PROMOTE EFFECTIVE AND HUMANE OPERATIONS OF SYSTEMS</b>			
<b>Activity 3.1: Administration and Management</b>			
a. Management and administration of programs, services, information systems, and organizations.			√
b. Services to support the development of Board of Directors.			√
c. Strategic Planning for organizations.			√
d. Directing clinical programs and social work agencies.			√
<b>Activity 3.2: Consultation</b>			
a. Developing consultations regarding agency practice and policy development.			√
b. Participating in consultations regarding agency practice and policy development.	√	A	√
<b>Activity 3.3: Coordination</b>			
a. Coordinating programs and services.	√	CO	√
<b>Activity 3.4: Evaluation</b>			
a. Evaluating services and interventions.	√	CO	√

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b. Managing the review of programs to evaluate effectiveness and implementing program improvement initiatives as guided by the review.			√
c. Conducting a basic organizational needs assessment and environmental scan.	√	CO	√
d. Conducting an in-depth organizational needs assessment and environmental scan.			√
e. Conducting a basic client needs assessment for the purpose of informing design of programs and services.	√	CO	√
f. Conducting an advanced client needs assessment for the purpose of informing the design of programs and services.			√
g. Interpreting client needs assessments for the purpose of informing design of programs and services.			√
h. Design and delivery of program review and program evaluation.			√
i. Participation in continuous quality improvement duties.	√	A	√
j. Planning, management or coordination of quality assurance programs and processes including formulating quality control policies and initiatives to improve programs, organization effectiveness, and efficiency.			√
<b>Activity 3.5: Program Development</b>			
a. Engaging in service and intervention planning.			√
b. Developing and coordinating community programs that support social functioning.	√	A	√
c. Designing, developing, and initiating programs, including clinical programs aimed at enhancing psychosocial well-being.			√
<b>Activity 3.6: Staff Development</b>			
a. Facilitating professional learning opportunities for staff.	√	A	√
b. Developing and facilitating information exchange processes, including sharing best practices among staff.	√	A	√

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<b>Activity 3.7: Ethical Practice</b>			
a. Being aware of and adhering to the Code of Ethics, practice standards, and guidelines of the Association.	√	A	√
b. Being aware of legal and ethical issues related to practice.	√	A	√
c. Acting in accordance with the regulatory framework for practice and upholding professional values and principles in practice.	√	A	√
d. Implementing techniques to identify and resolve ethical dilemmas when they arise.	√	A	√
e. Engaging in ethical documentation and record keeping in accordance with workplace and professional standards.	√	A	√
<b>GOAL 4: TO DEVELOP AND IMPROVE SOCIAL POLICY</b>			
<b>Activity 4.1: Planning</b>			
a. Foundational activities related to identifying the need for social policy, engaging others in highlighting the need for social policy, and facilitating public participation.	√	CO	√
b. Advanced activities related to identifying the need for social policy, engaging others in highlighting the need for social policy, and facilitating public participation.			√
<b>Activity 4.2: Policy Advocacy</b>			
a. Advocacy for policy and legislation changes that will effectively address social conditions and social justice.	√	A	√
<b>Activity 4.3: Policy Analysis and Review</b>			
a. Foundational activities related to social policy analysis.	√	CO	√
b. Analyzing and evaluating social policy through various lenses and methods to understand how it impacts various populations.			√
<b>Activity 4.4: Policy Development</b>			
a. Foundational activities related to developing, implementing, and evaluating social welfare policies.	√	CO	√

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b. Developing, implementing, and evaluating a range of policies including social welfare policies aimed at improving social conditions and equality.			√
<b>GOAL 5: TO ENHANCE AND EXPAND THE PROFESSION'S KNOWLEDGE BASE</b>			
<b>Activity 5.1: Instruction and Professional Development</b>			
a. Education to students enrolled in social work technician programs.	√	A	√
b. Education to students enrolled in social work programs.			√
c. Training and professional development to practicing social work technicians.	√	A	√
d. Training and professional development to practicing social workers.			√
e. Participating in professional development and information exchange processes, including sharing best practices.	√	A	√
d. Engaging in reflective practice.	√	A	√
<b>Activity 5.2: Research and Evaluation</b>			
a. Participation in research and the evaluation and dissemination of research informed knowledge.	√	A	√
b. Collecting data.	√	A	√
c. Design of research and evaluation including methods design, data collection, and data analysis.			√
d. Conducting research regarding the practice of social work technicians.	√	A	√
e. Conducting research regarding the practice of social work.			√

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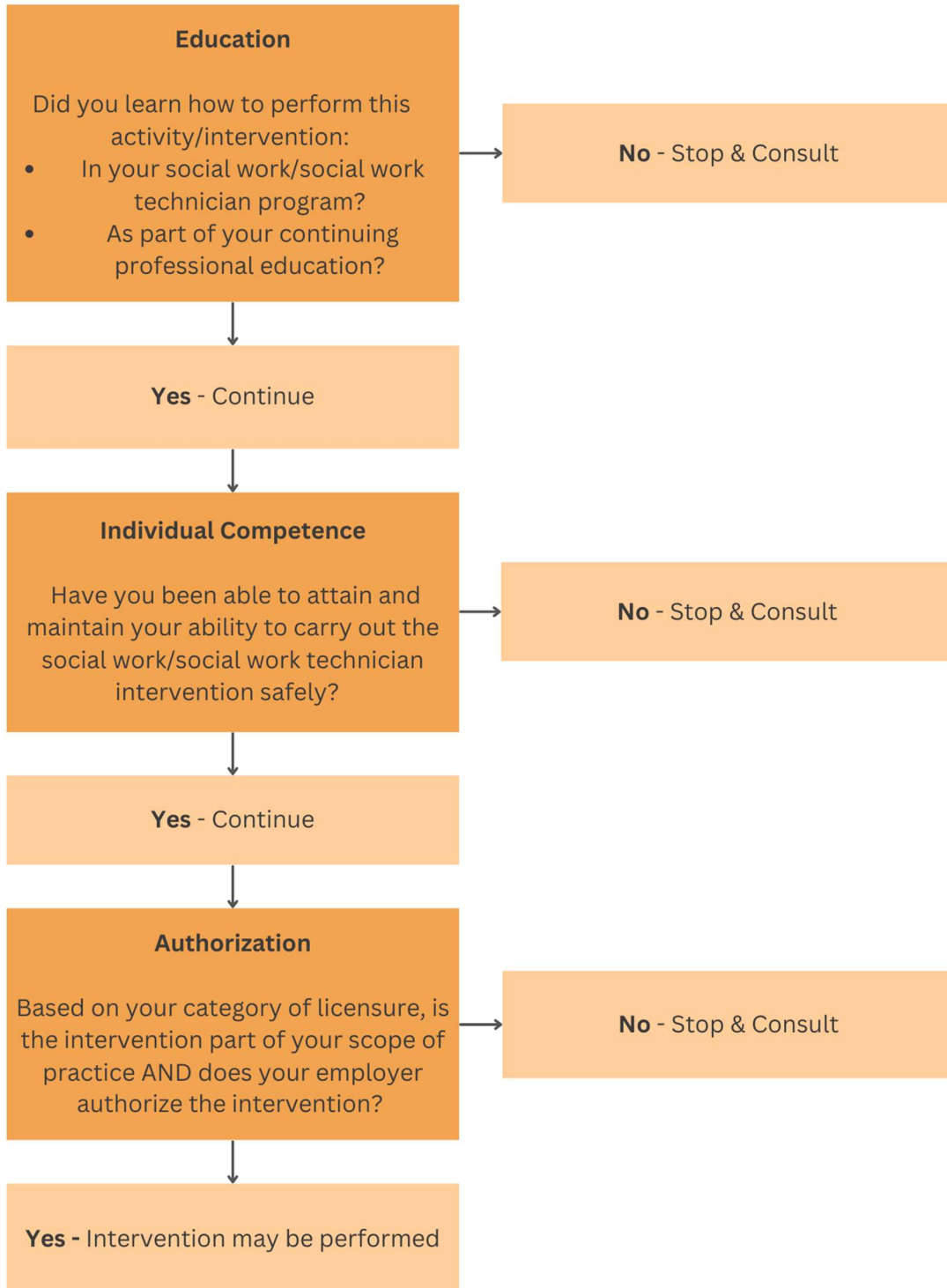


## Appendix B: Intervention Decision-Making Tool

For social workers and social work technicians to determine whether they are permitted to complete a specific intervention they must first determine whether the intervention is within their scope of practice, which is determined by education, individual competence, and authorization. The below tool can be used to further assist NBASW members and employers in determining safe and authorized social work and social work technician practice in New Brunswick. It is an employer's responsibility to ensure that an appropriate consultation structure is in place for employees. When practitioners are unsure whether an intervention should be performed, they may consult colleagues, supervisors/managers, or their professional Association, always ensuring to document all actions performed and decisions that are made.<sup>25</sup>

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<sup>25</sup> Based on the tool from the Association of New Brunswick Licensed Practical Nurses document titled *Scope of Practice: Professional Practice Series*.





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