



ANNUAL REPORT

2015

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INTRODUCTION

The Social Work Accreditation and Advisory Board (SWAAB), formerly known as the Social Work Accreditation Board (SWAB), was formed on 1 January 2009. The accreditation of social workers and social service practitioners was implemented on 1 April 2009. Accreditation is voluntary. It started with manual registration and switched to the online system on 1 April 2011.

Registered Social Workers (RSWs) and Registered Social Worker-Provisionals (RSW-P) consist of professionals who have a recognised degree or graduate diploma in social work. Registered Social Service Practitioners (RSSP) are professionals and practitioners who do not have a degree or graduate diploma in social work but have years of experience in the field. Accreditation may be renewed every two years upon fulfilment of 60 Continuing and Professional Education (CPE) credits. As the accreditation of social service practitioners was to be for a three-year window period, no new practitioners were accredited in this category since 1 July 2012. Those who were accredited could continue to renew their accreditation or pursue a degree or graduate diploma in social work to convert to RSW-P, followed by RSW.

The Board maintains the Register of RSWs, RSW-Ps and RSSPs, issues certificates of accreditation and promotes the professional standards and good conduct of registered social workers and practitioners. The Board specifies pre-registration requisites, approves Continuing Professional Education (CPE) credits for renewal and investigates into any complaints against a registered professional. Registrants found guilty of professional misconduct may be reprimanded, suspended or removed from the Register. With the transformation of SWAB to SWAAB in January 2014, the Board has expanded its role to provide leadership in the professional development of social workers.

The Annual Report 2015 documents the activities and registration statistics as at 31 December 2015.

SOCIAL WORK ACCREDITATION AND ADVISORY BOARD
(1 JANUARY 2016 TO 31 DECEMBER 2017)

Position	Name	Designation	Organisation
Chairman	Ms Ang Bee Lian	Director of Social Welfare	Ministry of Social and Family Development
Vice-Chairman	Ms Tina Hung	Deputy Chief Executive Officer	National Council of Social Service
Member	Ms Agnes Chia	President	Singapore Association of Social Workers
Member	Ms Long Chey May	Senior Assistant Director, Allied Health & Head, Medical Social Services	Ng Teng Fong General Hospital & Jurong Community Hospital
Member	Ms Morene Sim	Director	inlingua School of Languages
Member	A/Prof Esther Goh	Head, Social Work Department	National University of Singapore
Member	Dr Peace Wong	Senior Lecturer, Social Work Department	National University of Singapore
Member	A/Prof Seng Boon Kheng	Vice Dean & Head, Social Work Programme, School of Human Development and Social Services	SIM University
Member	Mr Abdul Halim A.	Director, Community Outreach and Development	Jamiyah Singapore
Member	Ms Julia Lee	Director, Social Work Department	TOUCH Community Services Limited - TOUCH Seniors Activity Centre
Member	Dr Katijah Dawood	Executive Director	Thye Hua Kwan Moral Charities – THK Centre for Family Harmony

SECRETARIAT

Name	Designation	Organisation
Ms Nancy Teo	Head, Accreditation	Singapore Association of Social Workers
Ms Jerene Chua	Assistant Head, Accreditation	Singapore Association of Social Workers
Ms Joelle Tan	Senior Executive, Policy and Research	Singapore Association of Social Workers
Ms Jean Ng	Administrative Executive	Singapore Association of Social Workers

CHAIRMAN'S MESSAGE

This is the first time in which the Social Work Accreditation and Advisory Board (SWAAB) and its predecessor, the Social Work Accreditation Board (SWAB) are presenting an annual report to accredited professionals. We will continue to do so every year. Since the accreditation framework was introduced on 1 April 2009, the Board has accredited 1,591 social workers and social service practitioners by the end of 2015. This report provides an overview of the activities undertaken by the Board.

As accredited professionals are required to abide by the Social Work Code of Ethics and may be disciplined by SWAAB should there be a complaint filed against them for breach of the code, the Secretariat had worked with SASW and FRTC to develop a two-day course on "Understanding and Applying Social Work Ethics in Singapore". The course has been very well received.

Realising that one of the main reasons for the high attrition rate among social workers is the lack of good supervision, the Board organised a one-and-a-half day seminar on "Social Work Supervision: Challenges and Advances" in May 2015 for about 300 social work supervisors. We invited academic experts on social work supervision from Hong Kong and New Zealand to speak on the nature, dilemmas, skills and strategies of social work supervision. Local practitioners also conducted workshops to discuss the different theories, approaches and tools of social work supervision. Among the recommendations made at the seminar was for a manual to be produced to help guide supervisors on supervision. For this purpose, the Board has set up a work group headed by Board Member Dr Peace Wong. The guidelines are expected to be ready by the end of 2016.

In August 2015, the Board recognised the new Bachelor of Social Work (with a minor) from SIM University for accreditation. The degree programme will be launched in the middle of 2016.

From 21 March 2013 till now, the Secretariat had gathered feedback on accreditation from social workers and social service practitioners during visits to 141 social services agencies and hospitals. As a result of the feedback received, the Board conducted a review of the CPE credits and reduced the number of credits needed for the renewal of accreditation from 160 to 60 in order to be more in line with our counterparts overseas as well as the other licensed professionals in Singapore. This has enabled more social workers to stay accredited, thereby increasing the retention rate to more than 80%.

I would like to thank my fellow Board members for their service and contributions during the year. My appreciation also goes to the Secretariat staff for their hard work and dedication in ensuring the smooth running of the accreditation framework and supporting the work of the Board. I would also like to urge all accredited social workers and practitioners to continue to uphold the standards of practice and ethics so as to raise the quality and image of the profession.

Ms Ang Bee Lian
Chairman
Social Work Accreditation and Advisory Board

DEMOGRAPHICS

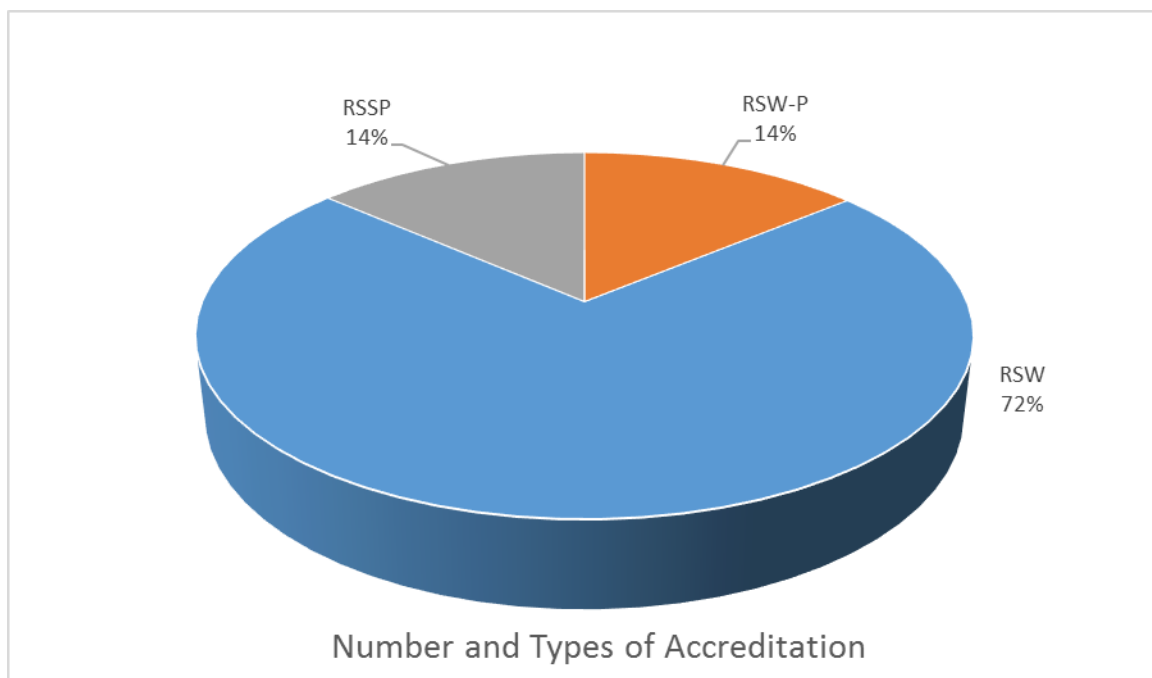
NUMBER AND TYPES OF ACCREDITATION

As at 31 December 2015, there were 1,591 accredited social workers and social service practitioners as compared to 1,482 on 31 December 2014. This was an increase of 7.4%.

Table 1: Number and Types of Accreditation as at 31 December 2015

TYPE	2014	2015	Increase (No. & %)
Registered Social Worker-Provisional (RSW-P)	209	222	13 (6.2%)
Registered Social Worker (RSW)	1065	1153	88 (8.3%)
Registered Social Service Practitioner (RSSP)	208	216	8 (3.8%)
TOTAL	1482	1591	109 (7.4%)

Chart 1: Number and Types of Accreditation as at 31 December 2015



SECTOR DISTRIBUTION

Most of the accredited professionals practised in voluntary welfare organisations (VWOs). The second largest group practised in the public healthcare sector comprising restructured hospitals, specialist centres and polyclinics. The third largest group practised in the government ministries and statutory boards.

Table 2: Sector Distribution by Accreditation Type as at 31 December 2015

Sectors of Employment	Sector Distribution			TOTAL
	RSW-P	RSW	RSSP	
Voluntary Welfare Organisations (VWO)	180	703	149	1032
Public Healthcare Sector (Restructured Hospitals, Specialist Centres, Polyclinics)	27	240	7	274
Government Ministries & Statutory Boards	9	146	49	204
Self-employed	0	1	0	1
Unemployed	5	53	5	63
Others	1	10	6	17
TOTAL	222	1153	216	1591

Chart 2a: Sector Distribution of Accredited Professionals as at 31 December 2015

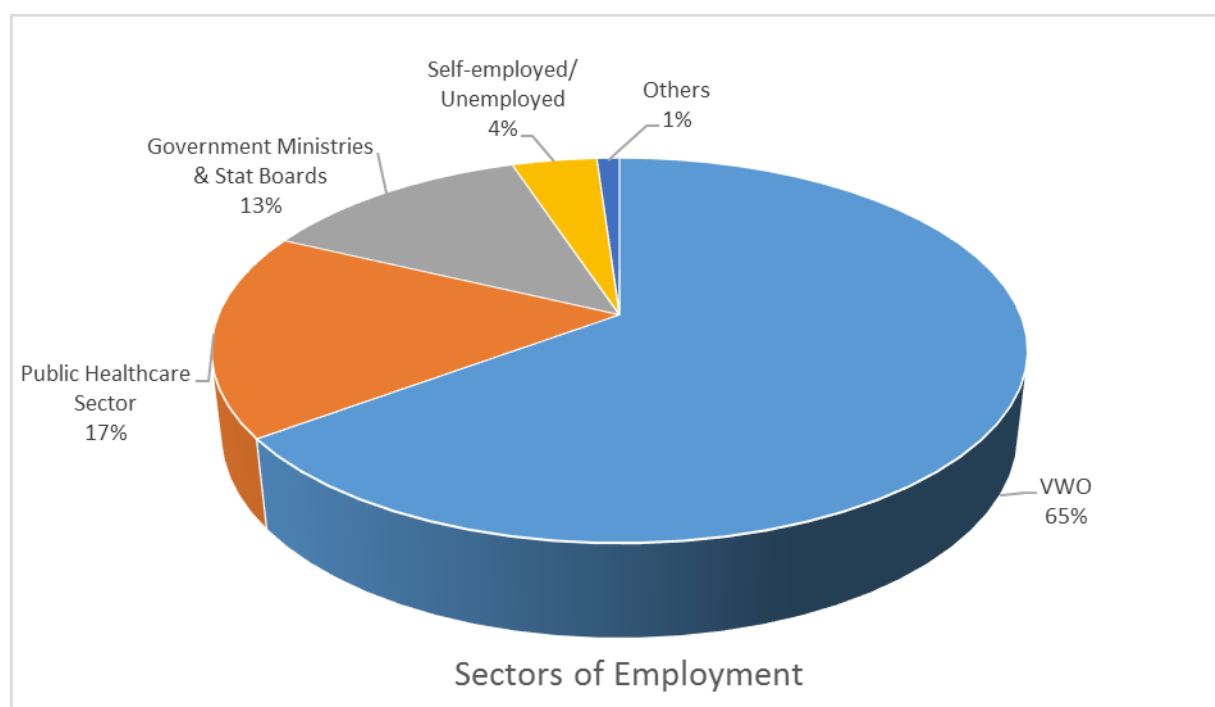


Chart 2b: Sector Distribution of RSW-Ps as at 31 December 2015

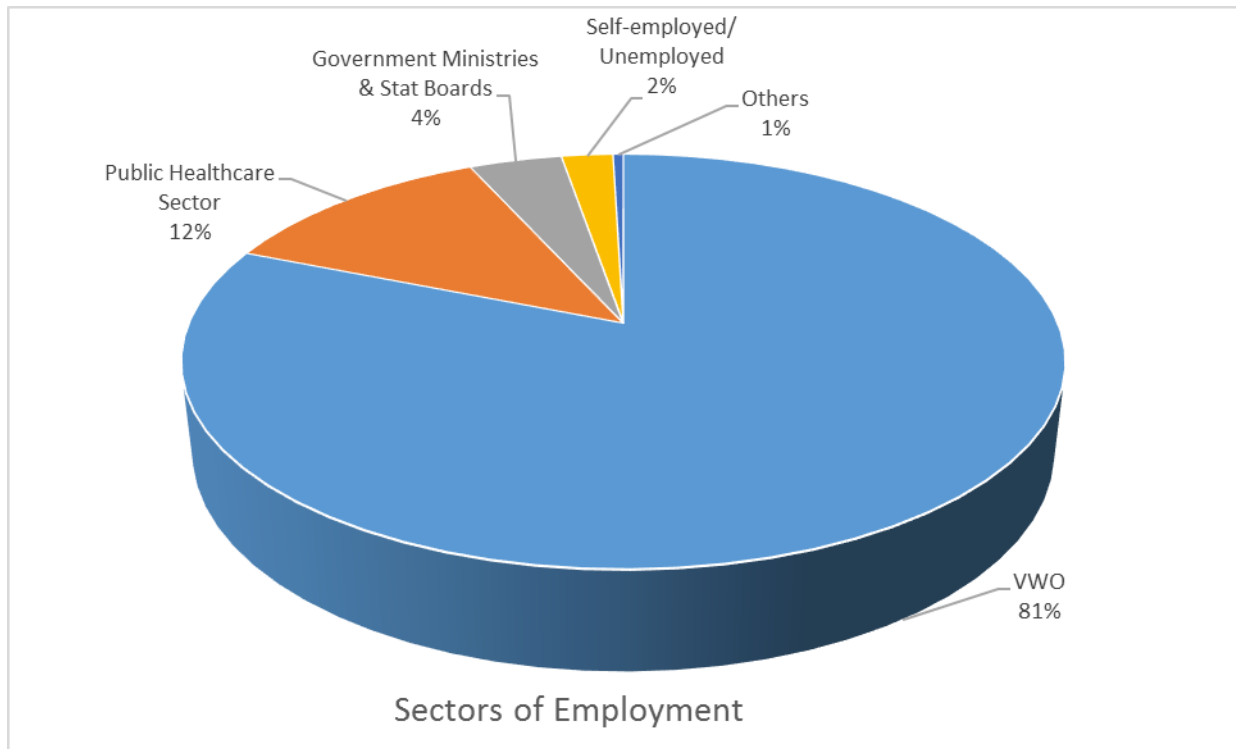


Chart 2c: Sector Distribution of RSWs as at 31 December 2015

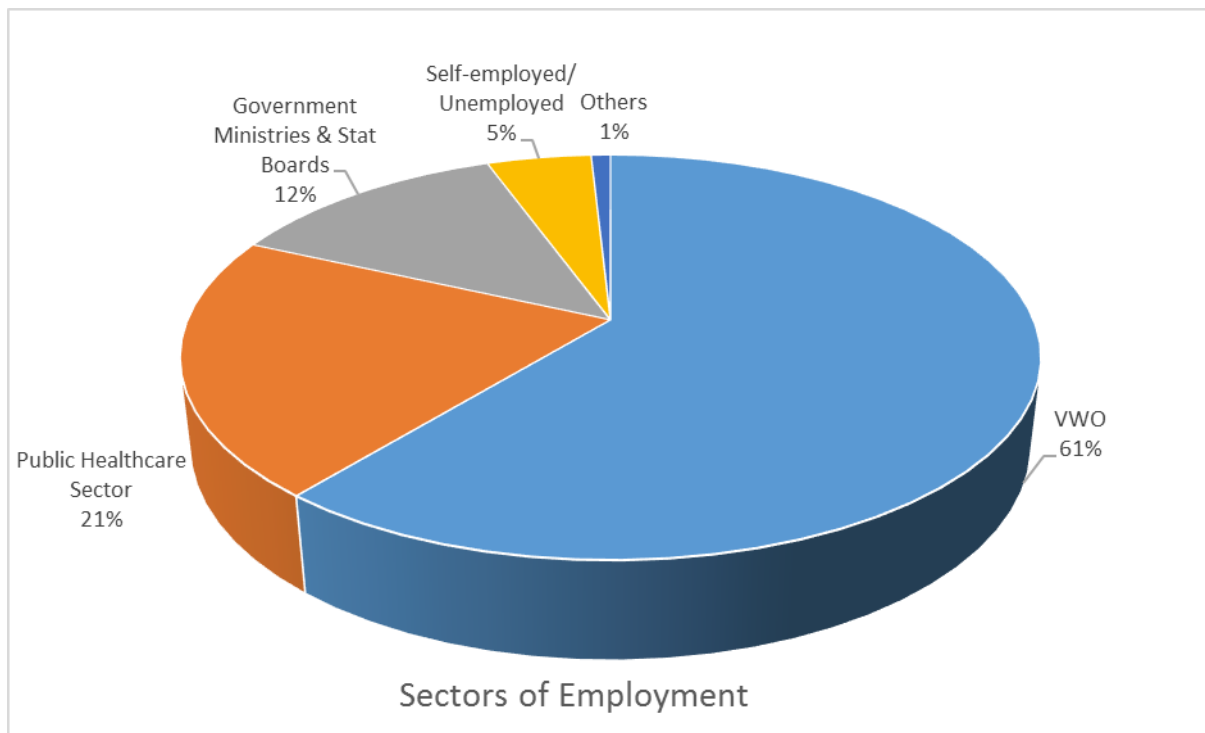
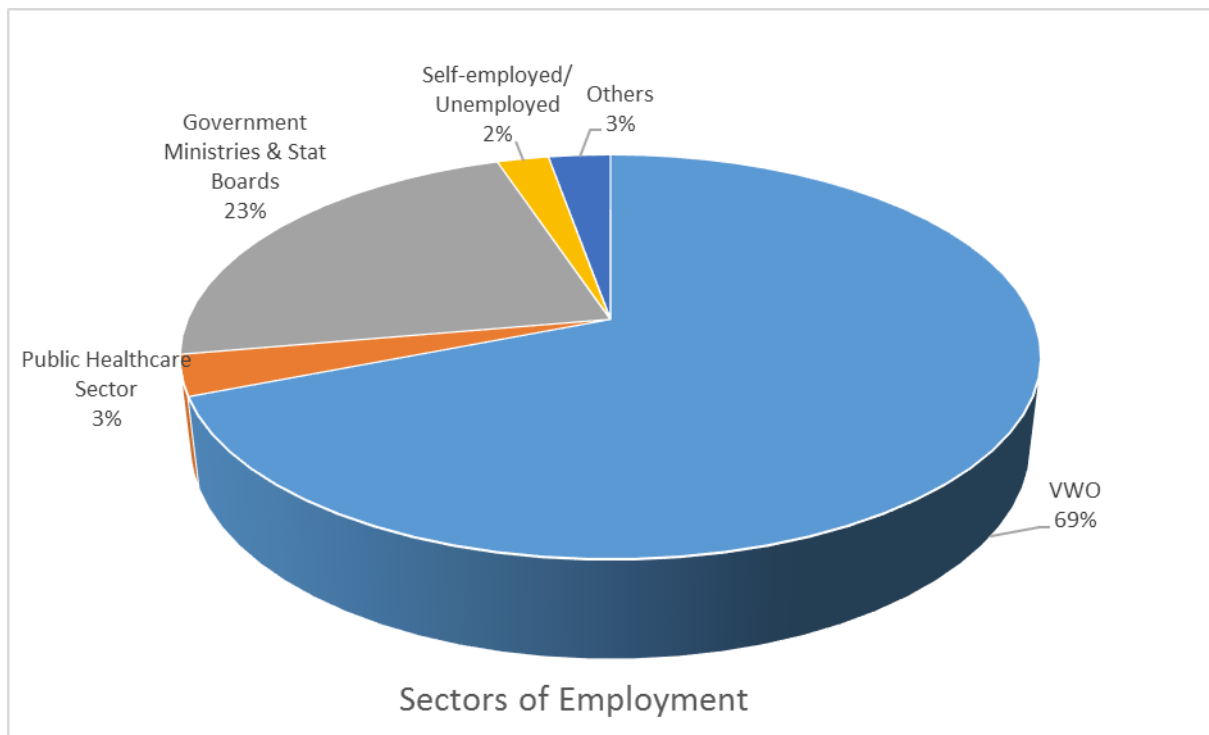


Chart 2d: Sector Distribution of RSSPs as at 31 December 2015



COUNTRY OF QUALIFYING QUALIFICATION OF ACCREDITED PROFESSIONALS

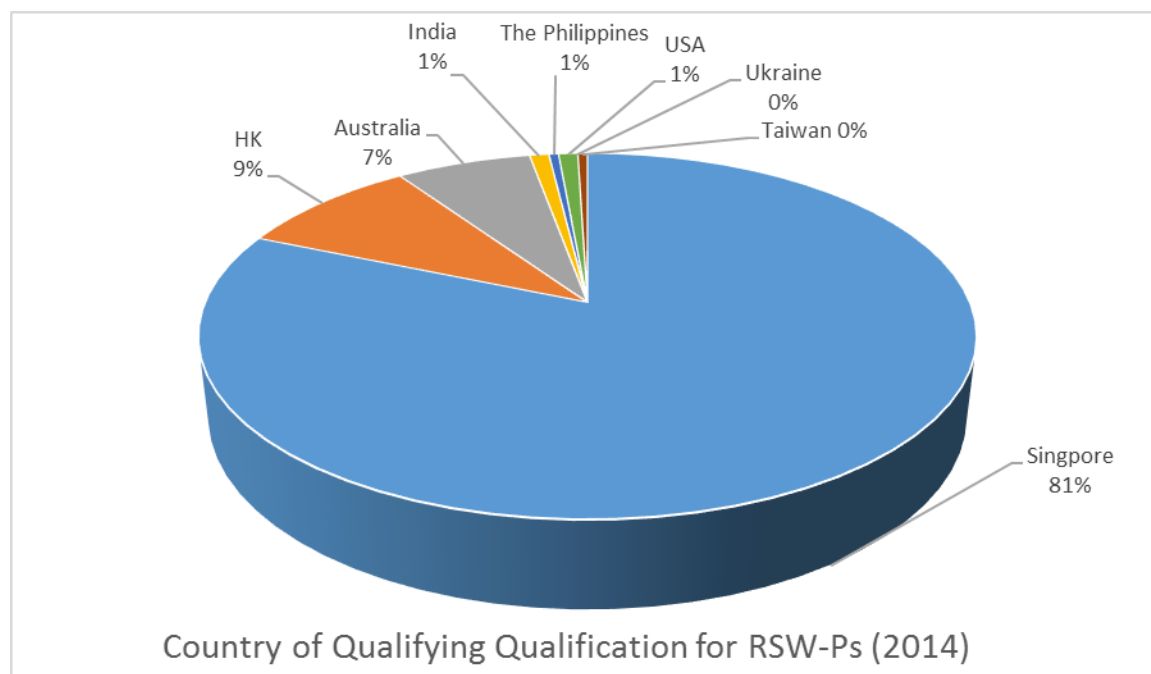
1. REGISTERED SOCIAL WORKER-PROVISIONALS (RSW-Ps)

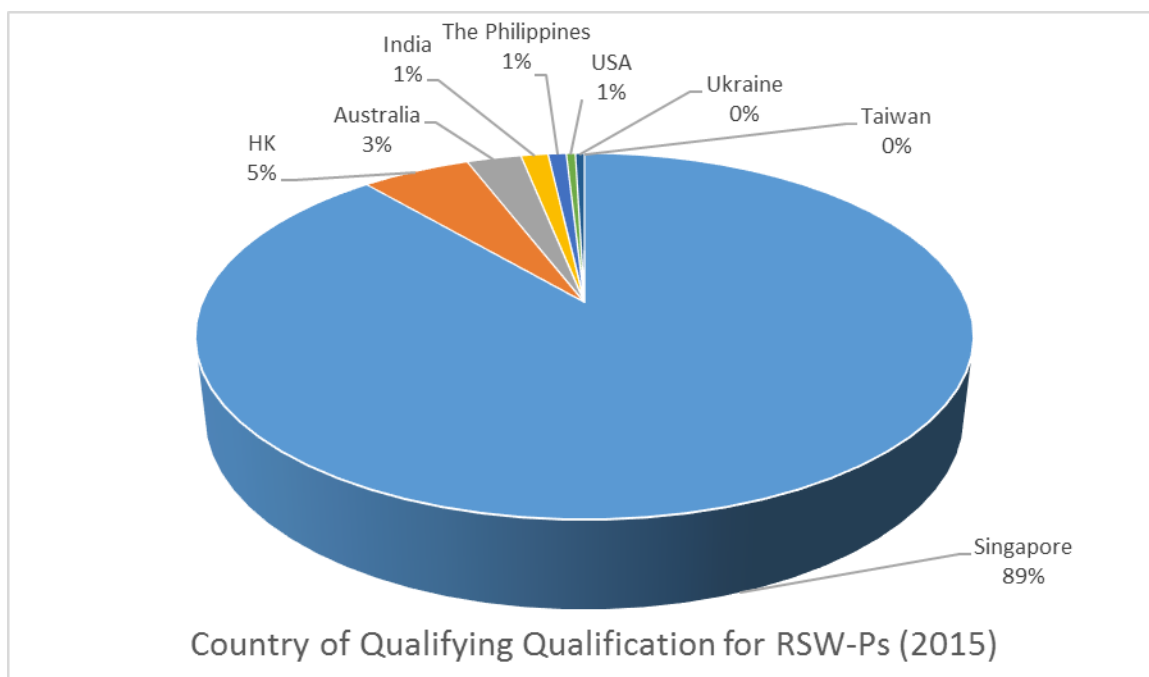
A majority of registered social worker-provisionals qualified in Social Work from Singapore. Other major countries where our RSW-Ps/RSWs were qualified from include Hong Kong, Australia, India, The Philippines, the United States of America, Ukraine and Taiwan.

Table 3: Country of Qualifying Qualification for RSW-Ps (Years 2014 to 2015)

Country of Qualifying Qualification	2014	2015
Singapore	170	197
Hong Kong (HK)	19	12
Australia	14	6
India	2	3
The Philippines	1	2
United States of America (USA)	2	1
Ukraine	0	1
Taiwan	1	0
TOTAL	209	222

Chart 3: Country of Qualifying Qualification for RSW-Ps (Years 2014 to 2015)





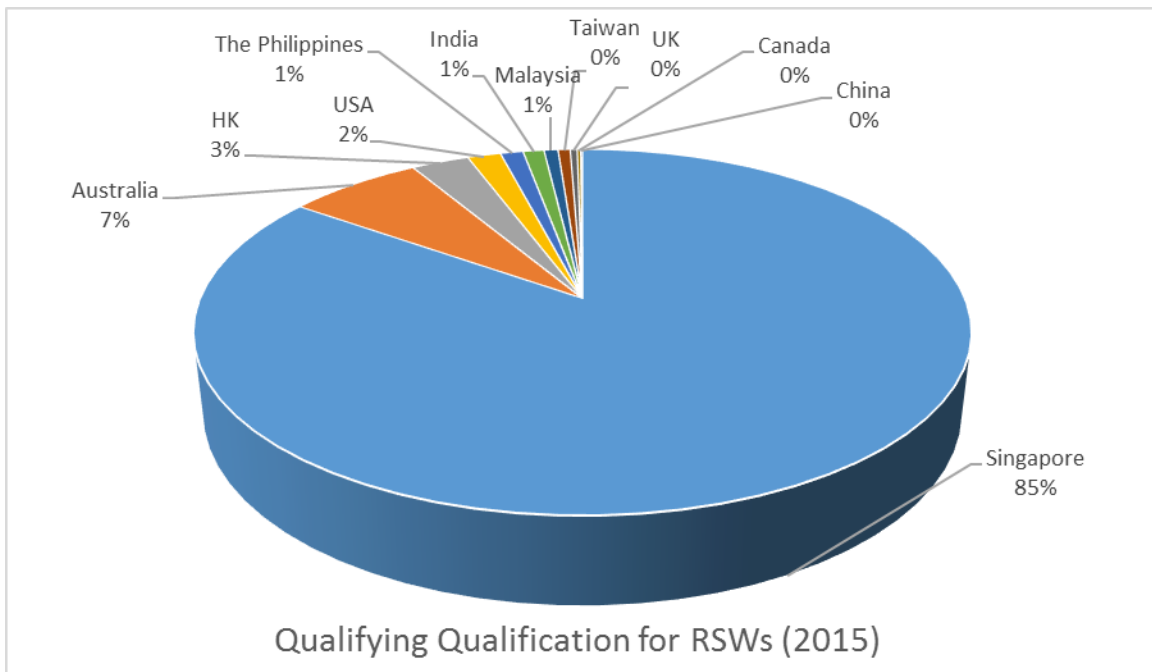
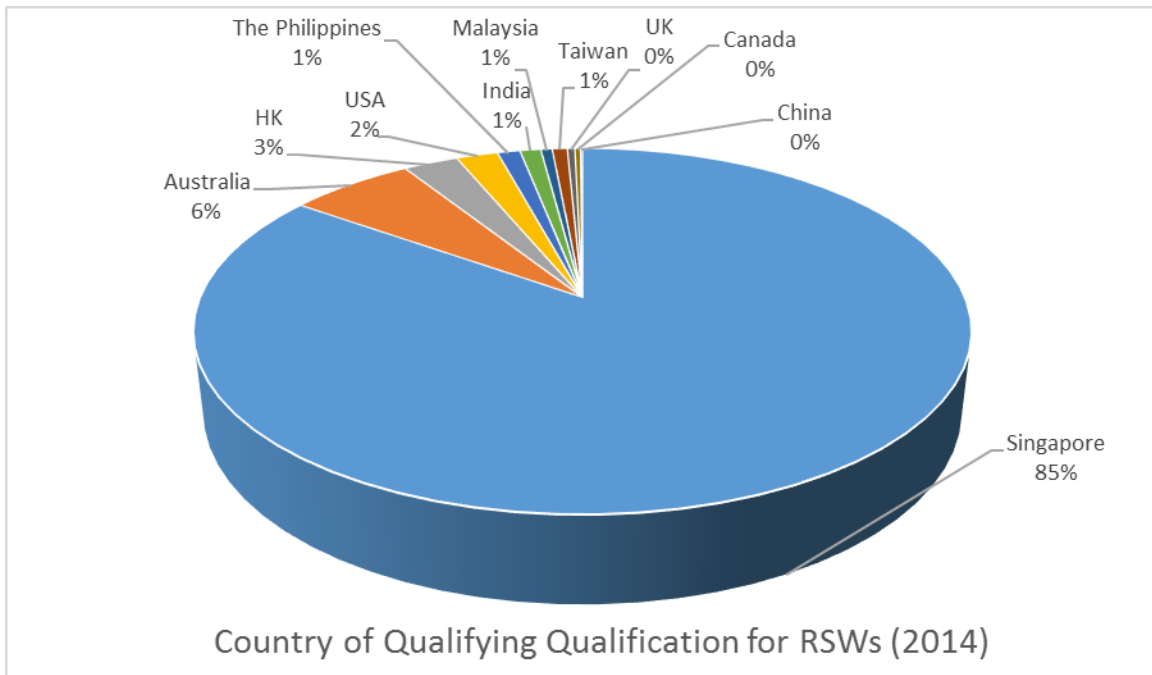
2. REGISTERED SOCIAL WORKERS (RSWs)

Most of our registered social workers qualified in Social Work from Singapore. Other major countries where our RSW-Ps/RSWs were qualified from include Australia, Hong Kong, the United States of America, The Philippines, India, Malaysia, Taiwan, the United Kingdom, Canada and China.

Table 4: Country of Qualifying Qualification for RSWs (Years 2014 to 2015)

Country of Qualifying Qualification	2014	2015
Singapore	903	977
Australia	66	77
Hong Kong (HK)	29	33
United States of America (USA)	22	19
The Philippines	12	13
India	11	12
Malaysia	6	8
Taiwan	8	7
United Kingdom (UK)	4	4
Canada	3	2
China	1	1
TOTAL	1065	1153

Chart 4: Country of Qualifying Qualification for RSWs (Years 2014 to 2015)



3. REGISTERED SOCIAL SERVICE PROFESSIONALS (RSSPs)

Country of Qualifying Qualification for RSSPs

No information is provided in this section for RSSPs as they were not accredited based on having a social work qualification but on having other qualifications and/ or certain number of years of experience in the sector.

DEMOGRAPHIC PROFILE OF ACCREDITED PROFESSIONALS

The social work and social service professions are young and female dominated, with the majority of them within the age group of 30 - 39, followed by those in the 40 - 49 age group. Singapore citizens and PRs make up 96% of the pool across the three accreditation groups. Table 5 shows the demographic profile of accredited professionals by gender, age and nationality.

Table 5: General Profile of Accredited Professionals as at 31 December 2015

Demographic Profile	Number and Percentage for Each Group			TOTAL
	RSW-P	RSW	RSSP	
Gender				
Male	64	250	70	384
Female	158	903	146	1207
Age				
20-29	95	207	1	303
30-39	70	546	54	670
40-49	40	277	73	390
50-59	16	103	59	178
60 and above	1	20	29	50
Nationality				
Singapore Citizen & PR	205	1105	215	1525
Non-Citizen	17	48	1	66
TOTAL	222	1153	216	1591

Chart 5a: Total number of Accredited Professionals by Gender as at 31 December 2015

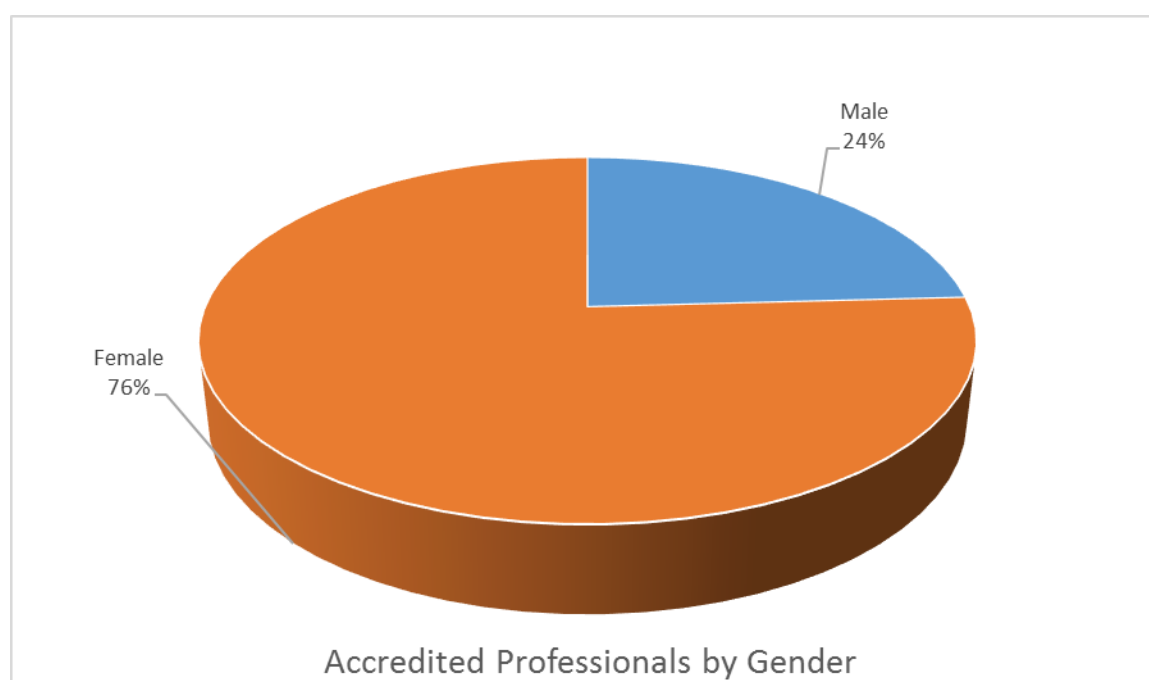


Chart 5b: Total number of Accredited Professionals by Age Group as at 31 December 2015

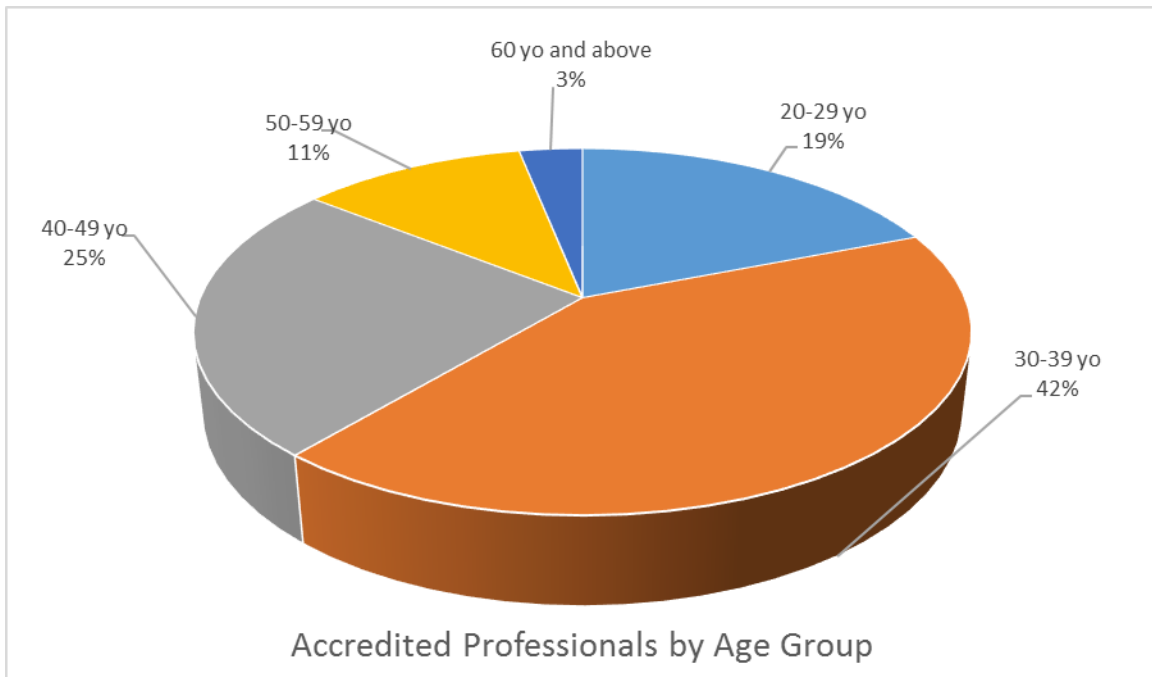
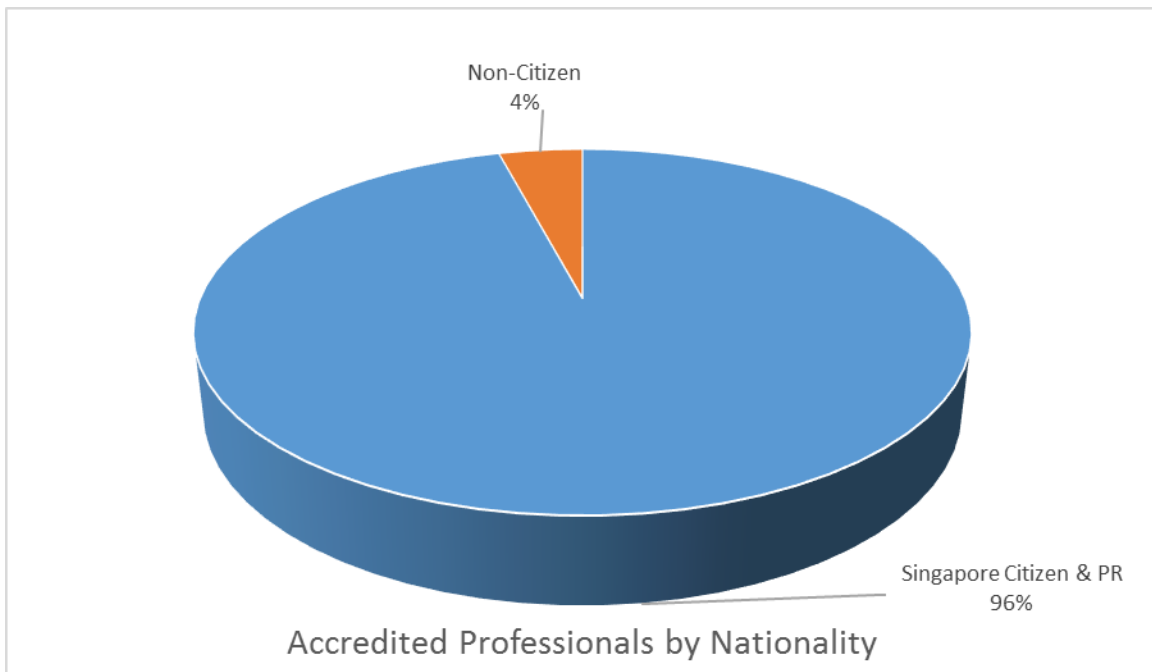


Chart 5c: Total number of Accredited Professionals by Nationality as at 31 December 2015



COMPLAINTS

Since inception, the Board has received one complaint in May 2013. The complaint was from a social service user against two registered social service practitioners for breaching certain principles of the Singapore Association of Social Workers Code of Ethics of Social Workers adopted by the Board. Upon review by the disciplinary committee, the registered social service practitioners were found liable for breaching certain principles of the Code. One of them was issued a cautionary advice orally to take corrective measures to improve on the areas breached and the other one was given an oral admonishment in addition to an oral cautionary advice to improve on the areas breached.



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