

Approved

1/23/90

Date

MINUTES OF THE SENATE COMMITTEE ON PUBLIC HEALTH AND WELFARE

The meeting was called to order by SENATOR ROY M. EHRLICH at
Chairperson

10.00 a.m./~~pm~~ on January 18, 1990 in room 526 of the Capitol.

All members were present except:

Committee staff present:

Bill Wolff, Legislative Research
Norman Furse, Revisors Office
Emalene Correll, Legislative Services
Sandra Nash, Committee Secretary

Conferees appearing before the committee:

The Chairman called the meeting to order, presenting written testimony from Nadine Laman, a licensed social worker in Kansas, in reference to S.B. 433. (Attachment 1)

The Chairman called Frances Kastner who introduced proposed legislation. Ms. Kastner represents the Physical Therapy Association. The proposed legislation concerns the use of physical therapist assistants in providing initial patient care after telephone contact with the physical therapist for documented instructions has been made. (Attachment 2)

The Chairman asked for the wishes of the Committee. Senator Hayden made the motion, second by Senator Vidricksen, to present the bill. The motion carried.

The Chairman called for proponents to S.B. 433.

S.B. 433 - An act concerning social workers; relating to the licensure thereof; amending K.S.A. 1989 Supp. 65-6309 and 65-6313 and repealing the existing sections.

Ann Weick, Dean, School of Social Work, University of Kansas, appeared as a proponent, asking that S.B. 433 be supported, which will strengthen the social work programs and profession in the State of Kansas. The bill will allow social workers who have moved out of state to come back in without having to retake an examination. (Attachment 3)

Senator Hayden asked if the reference to stipends to be paid to social workers that work in rural areas is included in the budgets for S.R.S.

Senator Salisbury asked if there was a fiscal statement.

Ms. Weick said that there isn't a fiscal statement. What we hope to do because of the situation of shortage of social workers is a real one, is to spend some time working during this next year to develop further proposals beyond this legislation. The legislation essentially works out some tight spots. In fact what the proposal S.B.433 does that you're looking at will make it possible for people who are qualified to be social workers to have an easy access into the licensing process. For example, on temporary licensing, rather than having their temporary license held up, pending the receipt of references, it's being proposed to administratively to make that more efficient. So, in other words, as I said, it is working off the rough edges of facilitating those that are seeking licenses.

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON PUBLIC HEALTH AND WELFARE,
room 526, Statehouse, at 10:00 a.m./~~p.m.~~ on January 18, 19⁹⁰

The Chairman called the next proponent to S.B. 433, Kathryn W. Spragens, Director, Department of Social Services, University of Kansas Medical Center. Ms. Spragens agreed with the proposed bill, stating it would be easier for persons to obtain a license if they had chosen to put their license on hold while they did other things, such as raise a family. The one concern is the completion of 60 hours of continuing education. And it seemed to her that that completion should be done within the previous two years which would be pretty much like the law is now for the licensing. (Attachment 4)

Dr. Jacques Gibbons, Director of the BSW Program at Kansas State, appeared as a proponent for S.B. 433. Dr. Gibbons stated that we have 10 programs who graduate undergraduate social workers, those who are eligible for licensing under the existing law. The map indicates the 10 programs are located at state and private colleges and universities throughout the state. There are currently about 1,000 students enrolled and we anticipate about 200 baccalaureate social work educated students this spring and summer, which is a pretty standard number for us. The social work programs cooperate throughout the state of Kansas.

We are working with Ft. Hays State University to develop an independent social work program there. We have currently 15-20 students there that will graduate. The Board of Regents has a different idea about funding, so those plans will be held up for a while. We are striving to meet this need in Kansas and feel this licensing bill is consistent with our efforts. (Attachment 5)

Senator Salisbury asked if he agreed with the 60 hour continuing education requirement.

Dr. Gibbons said any profession needs to keep up with what is going on in the field and by having continuing education requirements, it encourages the social work professional to stay abreast of the field.

Staff Correll asked how the 60 hours of continuing education can be completed without first returning to Kansas to do it?

Dr. Gibbons said there are many ways.

Staff Correll said it has to be approved by the board to count as continuing education.

Dr. Gibbons said the board can give retroactive approval. If the person has demonstrated by attending academic classes or taken part in any educational activities of any sort they can go through the steps have it certified. I think the intent here is to insure that those people who are coming to practice social work in the State of Kansas are sincere and committed, not only the idea of having a job and working in the State of Kansas, but also to the interest of the citizens of Kansas. And it seems to me that someone who demonstrates their intent by demonstrating their connection to the profession through education.

Staff Correll said that there appear, on past basis and past experiences, to be practical problems with this. For example, a school in Missouri or a school in Colorado, may not be terribly interested in applying to Behavioral Sciences here for approval for a course in continuing education for Kansas purposes. Therefore the individual may find himself or herself in a situation of not being able to accomplish approved continuing education, which is what our laws require.

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON PUBLIC HEALTH AND WELFARE,
room 526, Statehouse, at 10:00 a.m./p.m. on January 18, 1990

So, if in fact that is a serious issue, there apparently needs to be some way to overcome that problem. Either to require our Board to accept whatever may have been taken as continuing education at a bonafide attempt to meet the requirements or some other method of meeting that problem.

Senator Kanan questioned the number of social workers in Wyandotte County, the map indicated 125. Dr. Gibbons said it may be a typo.

The Chairman call the next proponent, Linda Perrier, Social Worker for the S.R.S. Personnel Office. She stated that S.R.S. had offered before the Special Committee on Public Health and Welfare in October of 1989 several recommendations. S.B. 433 incorporates some of those changes, but the following changes are being still recommended by S.R.S.: Section 1(h) read as follows: (h) Upon ~~certification-by-the-executive-director~~ application, the board shall issue temporary licenses to persons who have ~~met-all-licensure~~ under-provisions-of-this-act, except passage-of-the-required ~~examination, who must wait-for-completion-of-the-next-examination,~~ completed the requirements for a degree in social work,...(Attachment 6)

(h) (2) such persons shall take the next license examination subsequent to the date of issuance of the temporary license unless there are extenuating circumstances accepted by the board;

Page 3, Section 2 (d) line 32, established under K.S.A. 65-6314 and amendments thereto, ~~plus-a-penalty-equal-to-the-renewal-fee,~~ and proof satisfactory to the board of ~~compliance-with-the~~ the completion of ~~60 hours of~~ continuing education requirements-fixed-by-the-board...

S.R.S. stated they do not see a need for a penalty fee when a licensee does intent to practice social workers. The temporary license would aid in recruitment of social workers in Kansas. With the reduction of the number of times the social work examination is given in Kansas from 4 to 3 times a year and the requirement of filing to take the examination 3½ months in advance of the examination, it is imperative that a temporary license be granted in a timely manner to social workers if S.R.S. is to meet their employment demands.

Senator Hayden restated his question of earlier concerning the funding of the stipends to social workers.

Ms. Perrier said S.R.S. determined to use what funds they have in their training budget. What was finally determined that S.R.S. could do was to refund students their tuition costs. There could be four students in the program.

Senator Walker said that during the Interim Committee, we learned that most of the problems with S.R.S. was the high turnover rate and that a survey was going to made at K-State. What have you got from the survey?

Ms. Perrier said they received it last week and haven't passed it out. It was run by Area Office and this information will be sent to them as soon as we can get it copied, to assist them in making any changes that deem feasible. The survey was done so that the person filing the form couldn't be identified. Out of 800 social workers employed by S.R.S., we are about down to 18 vacancies in the area offices. But we have one in western in Kansas that has been vacant for a long time.

Senator Walker asked if S.R.S. problems couldn't be solved by working on the turnover rate and not change anything.

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON PUBLIC HEALTH AND WELFARE COMMITTEE,
room 526, Statehouse, at 10:00 a.m./~~p.m.~~ on January 18, 1990

Ms. Perrier said she thought there were things the agency could do to help with turnover. For example, some positions in western Kansas receive a higher salary range above A. The people have to stay at that range for at least a year to continue to receive that salary range, but after the end of the year, they would transfer to another part of the state.

Senator Walker pointed out those problems are geographical and not problems with the social work laws. Changing the law is not going to solve that problem. Removing the penalty clause, do you think that it will encourage people to be slow in renewing.

Ms. Perrier said that they would have a renewal fee. This is something the Behavioral Sciences Regulatory Board should address.

Senator asked for an explanation of "extenuating circumstances" as suggested in the bill.

Ms. Perrier said it could be someone that, for instances, may be on the way to the test and has an accident. This has happened.

Senator Reilly asked if the problem of turnover wasn't a great deal of burn-out.

Ms. Perrier said many of the persons in S.R.S. that have quit are the ones that want to try another career or they are female and have quit to have children. Grandfathered persons can't return to the system.

Senator Reilly said this would help the grandfathered-in social workers.

Senator Vidricksen asked what the salary of the social worker was.

Ms. Perrier stated at Step A it is a little over \$19,000 per year.

Staff Correll said that from now until the end of the fiscal year, there has been an hiring freeze by S.R.S., except for a few in the field. Are any of those social workers.

Ms. Perrier said she didn't know that at this time.

Staff Correll asked if the Secretary had asked for additional social workers in the budget.

Ms. Perrier said she didn't know at this time.

The Chairman asked for opponents to S.B. 433.

Mary Ann Gabel, Executive Director of the Behavioral Sciences Regulatory Board presented testimony on behalf of Dr. Marvin Kaiser, President of the Board. (Attachment 7) The proposed bill could cause delays in issuing temporary licenses because, as of now, the Executive Director issues the license. As the bill reads, the Board would have to approve the action before one can be issued. The Board meets every two months. The bill would also cause storage problems, since the old social worker files would have to maintained because the social worker could renew at any time after expiration. Currently the files are kept for two years. The continuing education requirement is not clear as to what the time frame is for having acquired these hours. If the mandatory notification time was shortened to one week, the Board would need more personnel to be able to process the work faster.

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON PUBLIC HEALTH AND WELFARE,
room 526, Statehouse, at 10:00 a.m./~~p.m.~~ on January 18, 1990

The Chairman called for questions.

Staff Correll stated that this problem of who issues licenses is a continuing problem with the Board. Is the Board unable to handle problems by conference calls. No other Board that I am aware of, has the staff granting licenses. Why does your Board not take action.

Ms. Gabel responded that the Board receives a list of all licensees at the Board meetings.

Staff Correll pointed out that was not direct action by the Board.

The meeting adjourned at 11:00a.m.

SENATE
PUBLIC HEALTH AND WELFARE COMMITTEE

DATE 1/18/90

(PLEASE PRINT)
NAME AND ADDRESS

ORGANIZATION

FRANCES RASTNER	Physical Therapy Assn
Kathryn W. Spragens	Social Worker
ANN WEICK	KM Sch. Soc. Welfare
GIGI FELIX, Cmsw	K-NASW
Mary Ann Mahel	BSPB
Jacque E. Gibbons 1866 College HT Manhattan, Ks	Ks Council on Social Work Education
ALAN COBB	KS Resp. Care Society
GARY Robbins	Ks optometric assn
Lucile Schneider 1028 Splitlog KC 66102	Ks C.A.S.
Sheryl Simpson 2641 Mansfield Ks. City, Ks.	—
(Ethel) Margaret Y. Golubski 364 So Baltimore KC 66102	—
Linda Perrier Deking S.O.B	Social + Rehabilitation Services
THOMAS C. (Tim) Owens DSOB	SRS
Carl Myers	NASW member
Bob Runnels	KS Catholic Conf.
Roger Tobias - DR FOR A DAY	KS Academy Family Physicians
Jeanne Hillbrand Medical student with Dr. Tobias (Dr. for a day)	
M. Hauer	Topeka Courier-Journal

PLEASE CONTINUE ON NEXT PAGE.

A G E N D A

JANUARY 18, 1990

I. Hearing for S.B. 433 - An act concerning social workers,
relating to the licensure thereof.

PROPONENTS:

1. Ann ^{Weick}~~White~~, Dean, School of Social Work, K.U.
2. Kathryn Spragens, Director of Social Services,
K.U. Medical Center
3. Dr. Jacque Gibbons, Director of BSW Program,
K-State

OPPONENTS:

1. Mary Ann Gabel, Executive Director, Board of
Behavioral Sciences (Speaking for Dr. Marvin
Kaiser, President of the Board)

II. Introduce Pages

COPY

Nadine Laman
230 West Seventh Street
Concordia, Kansas 66901
05 January 1990

Sen. Roy Ehrlich, Chairman
Public Health and Welfare Committee
143-N State Capital
Topeka, Kansas 66612

Dear Sen. Ehrlich:

Pursuant to my letter to you of 09 December 1989, I am enclosing the Information Sheet that I promised to send to you. As always, you may share it as you choose. Since I am rushing to leave for Arizona, I have not had the time to send copies to your Committee members as is my usual custom. Therefore, I am relying on you to share the Information sheet with them.

In the event that the Social Work Bill is assigned to your Committee, and testimony is heard before I return from Arizona, I submit my letter of 23 June 1989 and the Information Sheet enclosed herein. It is my hope to be home before the testimony is heard.

If it is possible, could you let me know the outcome of the assignment of the Social Work Licensing Bill and any scheduling of testimony? Please let me know if you have any suggestions of how I can be helpful to you or the Legislature. Thank you so much for all of your time and consideration in this matter.

Sincerely,

NADINE LAMAN, BSW
Licensed Social Worker

Enclosures

cc: Rep. Kent Campbell
Sen. Ross Doyan

*SPH+W
Attachment #1
1/18/90*

SOCIAL WORK LICENSURE INFORMATION SHEET

Social Work practice is a Public Trust that requires a mastery of a body of specialized knowledge, skill, values, and ethics gained through professional education and experience. The end sought is the performance of a service with integrity and competence. (Adapted from the Delegate Assembly of the National Association of Social Workers, 1960, 1967, 1981.)

Exemption from Licensure Requirements

Since the purpose of licensure is to protect the public, exemptions to licensure requirements should be made with the public's safety paramount to the interests of professional individuals/groups, agencies, and corporations. The following exemptions exist: Persons holding temporary licenses, persons teaching Social Work courses other than practicum courses, persons employed as hospital Social Workers prior to July 1, 1974, persons who made application for licensure prior to July 1, 1975, and persons who are licensed by other States who have substantially the same requirements as Kansas. Exemptions must be requested. K.S.A. 75-5354 and K.S.A. 75-5347 (b).

Inactive License Status

Currently, persons who have a degree in Social Work and satisfactorily passed any of the three licensing examinations that have been utilized in Kansas may have their license reinstated (a) **within one year** after allowing it to lapse by paying the renewal fee, a late fee, and submitting 60 hours of approved Continuing Education Credits to the Behavioral Sciences Regulatory Board; (b) after allowing it to lapse **more than one year** by filing an application for licensure, paying the application fee, and requesting a waiver from retaking the licensing examination.

The **proposed** Inactive License Status requires persons to request Inactive status within the first year the license lapsed. Persons who have a degree in Social Work and satisfactorily passed any one of the three licensing examinations used in Kansas will have submit 60 hours of Continuing Education in addition to the current reinstatement procedure for licenses that laps over one year. For persons as described above the disadvantage of this proposal is the additional cost of the Continuing Education, amount of time it takes to acquire 60 hours of Continuing Education, and should there be a need to return to the work force quickly, in rural areas the timely availability of 60 hours of Continuing Education would be an unfair disadvantage. The advantage of this proposal is only to persons who have "grandfathered" licensure status; persons who either do not have a Social Work degree or who have a Social Work degree, but had the licensing examination waived during the "grandfathering" process.

Licensure by Endorsement

Some States license persons to practice Social Work who have a degree **other** than Social Work. Previously proposed Licensure by Endorsement would provide for persons licensed to practice Social Work in a State other than Kansas, who do not hold a Social Work Degree, but have practiced Social Work in their home State for a specific number of years to become licensed in Kansas. This would create a double standard by allowing out-of-state persons without a Social Work degree to become licensed equivalent to Kansans with a Social Work degree. Reference K.S.A. 75-5354 (1) & (2) for current exemptions.

Licensure Examination

The State of Kansas Behavioral Sciences Regulatory Board contracts with a national testing company to administer the Social Work Licensing Examinations. The testing company controls the maximum number of times the tests can be administered in a year, who administers the tests, and the scoring of the tests. Since the testing company contracts with other States, persons who passed the test in another State may be eligible to have the Licensing Examination requirement waved in Kansas. In addition to the prohibitive cost of Kansas conducting its own Licensing Examination, the reciprocity factor that currently exists for out-of-state applicants would be lost. K.S.A. 75-5354 (2).

Out-of-State Social Work Graduates

One out of every seven licensed Social Workers in Kansas graduated from a School of Social Work in a state other than Kansas. As of November 15, 1989, there were 459 Licensed Social Workers in Kansas who graduated from an out-of-state Social Work program. State boundaries do not keep qualified Social Workers from other states from relocating to Kansas to practice Social Work. K.S.A. 75-5351 and K.S.A. 75-5354 (1) & (2).

Social Worker Shortage

No Social Worker shortage has been documented. Some Agencies that provide Social Work services have chronic vacancies in some positions. This is a recruitment problem which means they are unable to find a qualified Social Worker to work in a particular position. The lack of a Social Worker willing to fill a specific position does not constitute a shortage of qualified Social Workers. As of November 15, 1989, there were approximately 3,400 Licensed Social Workers in the State of Kansas. The collective number of Social Work Students for the Fall Semester 1989 at the ten Schools of Social Work in Kansas was:

Undergraduate Students:	890
Graduate Students:	400
Post Graduate Students:	37

Temporary License

Temporary License provisions were reinstated in 1989. The provision allows for persons who have satisfied all of the requirements of Licensure, except passed the Licensing Examination, to be permitted to practice Social Work while awaiting the next Examination date. The Temporary License expires upon the "receipt and recording" of the examination score by the Behavioral Sciences Regulatory Board. K.S.A. 75-5354.

K.S.A. 75-5346 Since the profession of social work profoundly affects the lives of the people of this state, it is the purpose of this act to protect the public by setting standards of qualifications, training and experience for those who seek to engage in the practice of social work and by promoting high standards of professional performance for those engaged in the profession of social work. The Kansas Legislature.

NL12/89

SENATE BILL No. _____

By Committee on Public Health and Welfare

AN ACT concerning physical therapy and physical therapy assistants, amending K.S.A. 65-2914, and repealing existing section.

Be it enacted by the Legislature of the State of Kansas:

K.S.A. 65-2914 is hereby amended to read as follows: 65-2914 (a) No person shall employ fraud or deception in applying for or securing a certificate of registration as a physical therapist.

(b) A person registered under this act as a physical therapist shall not treat ailments or other health conditions of human beings other than by physical therapy unless duly licensed or registered to provide such treatment under the laws of this state.

(c) A person certified under this act as a physical therapist assistant shall not treat ailments or other health conditions of human beings except under the direction of a physical therapist duly registered under this act. The word "direction" as used in this subsection (c) shall mean that the physical therapist shall see all patients initially and evaluate them periodically, except in those cases in a hospital setting when the physical therapist is not immediately available, the physical therapist assistant may initiate patient care after telephone contact with the physical therapist for documented instruction. The physical therapist must then evaluate the patient and establish a plan of treatment no later than the third treatment with a minimum weekly review.

(d) Any person violating the provisions of this section shall be guilty of a class B misdemeanor.

Testimony prepared for the
Senate Committee on Public Health & Welfare
Hearing on Senate Bill No. 433

January 18, 1990

Presented by Ann Weick, Dean, University of Kansas
School of Social Welfare

I am here today as a member of the Social Work Coalition to urge your support for Senate Bill No. 433. The Coalition is a group of social work administrators, educators, and practitioners from around the state who are working to protect the well-being of clients by maintaining the existing standards set by Kansas statutes. The bill you are considering proposes changes which will allow speedier issuance of a temporary license and a provision for reinstating social workers who have already been licensed under the statutes. Each of these measures offers sensible approaches to resolving some minor problems with the existing statutes and we support their adoption.

At the same time, we recommend against accepting any amendments which would dilute the intent of the licensing law. We are aware that some groups who are not social workers are seeking professional recognition through the social work statutes. They are, in fact, asking to be recognized as professional practitioners when they do not have the nationally accredited educational preparation and the code of ethics that are two important hallmarks of a profession. Proposals to include them as licensed social workers run directly counter to the fifteen year history of professional standards recognized in Kansas statutes and to the legislature's own careful process of evaluating any group who wishes to be licensed. Furthermore, it subverts the protection offered consumers who rely on those standards in determining who is qualified to offer social work services.

As you are well aware, there is a pressing need to find ways to insure that there is a sufficient supply of social workers to carry out important roles in the social service arena. This is a crucial issue for other professions such as nursing and medicine as well. Ways must be found to attract social workers into the public sector and, as importantly, keep them there. You are well aware of the problems. The salaries of social workers are not competitive. Lack of ancillary staff such as clerical workers and transportation workers means that social workers spend too much time doing jobs that do not use their professional skills. Opportunities for advancement are limited. These and other factors make it difficult to recruit and retain a professional work force.

These problems will not be solved by weakening the social work licensing statutes. Instead, the problems require careful analysis, long-range planning and, eventually, additional resources. Because of the fiscal challenges facing the legislature this session, this is clearly not the time for us to propose strategies that require funding. What we will be doing instead is to strengthen our already existing partnership with the Department of Social and

SPH+W
Attachment #3
1/18/90

Rehabilitation Services to focus on the development of creative strategies to address the serious challenges facing professional social workers in the public sector. We hope to design a long-range plan that will improve the professional work environment so that social workers can do what they do best: provide high quality social services to the citizens of Kansas.

Work has already begun. Linda Perrier, the SRS Social Work Recruiter, has been successful in helping fill vacancies through a program of active monitoring and information-sharing. Through collaborative efforts, there are plans underway to bring more federal training money into the state. Several SRS workers will receive stipends for education in exchange for their commitment to work in rural counties. Students in undergraduate social work programs are being considered for summer employment in SRS and more practicum placements in SRS may be on the horizon. These are small steps but they fit into a larger plan that will be developed. As the plan evolves during the coming year, we will be sharing aspects of it with you and will ask for your support.

In the meantime, we urge you to stand firm on Senate Bill No. 433. They are modest proposals but they will round off some rough corners. Our social work licensing statutes are among the strongest in the United States in protecting consumers of social services. Let's retain that strength and work toward solutions that will maintain the Kansas commitment to its most vulnerable citizens.

What You Need to Know About Professional Social Work

1. Are all people called social workers professionals?

No. The term is sometimes used very loosely to describe any person who provides a social service. In some cases, it is merely a job classification established by an employer and does not require professional social work education or experience.

2. Does Kansas require professional training for social workers?

Yes. In Kansas, a degree from an approved social work program is required for those who are called social workers. In this way, consumers are assured that most social workers have been specifically trained for the social services they provide.

3. Why do you say that in Kansas most social workers are professionally trained, rather than all social workers?

Kansas started licensing social workers in 1975. The law provided a "grandfather" clause for employees with a social work title who did not have the educational background required by the new law. Those social workers may have an associate license, called an LASW (Licensed Associate Social Worker) or an LBSW.

4. What is meant by an "approved social work program"?

An approved social work program is one that is approved by the Behavioral Sciences Regulatory Board. There are two methods of approval. The Board recognizes programs accredited by the American Council on Social Work Education (ACSWE) or through a formal review process to determine that a program was in compliance with Kansas regulations at time of applicants' graduation. This assures that students have specific course work, extensive supervised field experience, and three letters of reference before they are eligible to take the licensing exam.

5. Who can be licensed as a social worker in Kansas?

There are three levels of social work licensing in Kansas: To be licensed at the baccalaureate and masters level, an applicant must complete a BSW or MSW degree from an approved social work program and pass a national licensing exam. The clinical specialty license requires LMSW license, two years of supervised clinical experience, plus successfully passing a clinical licensing exam.

6. Why is a license important?

A license protects the public because it tells them what they can expect from a professional social worker. In Kansas, the public is assured that a social worker has a bachelors or masters degree from an approved social work program and has successfully passed the national licensing exam.

7. In addition to professional education, how else does a license protect consumers?

A nationally recognized code of ethics is one of the hallmarks of a profession. As professionals, social workers agree to provide social services in a manner consistent with these ethical standards. If the conduct of a social worker is called into question, a consumer may lodge a formal complaint with the state board responsible for overseeing their license. If a charge proves valid, the board can sanction the social worker, including removing his or her license to practice. A consumer may file similar charges with the National Association of Social Workers, the professional association of social workers.

8. What are the other major "helping" professions?

There are several recognized professions whose purpose is to offer direct helping services to consumers. In addition to social work, clinical psychology, medicine, and psychiatry are also recognized as helping professions. In each of these areas, the profession prescribes a nationally-approved program of education to prepare practitioners. Graduates from these programs who meet state requirements are those licensed to practice their profession. While there may be some overlap in specific tasks, each profession has distinct areas of expertise.

9. Can college graduates other than social workers practice social work?

The field of human services is growing rapidly, and some claim to have training similar to one of the recognized helping professions. People who graduate with an undergraduate degree in sociology and psychology, for example, do learn about human behavior and social concerns. However, their curriculum does not prepare them to work directly with individuals who need social services. These degrees are seen by the respective disciplines as preparatory to further education in these fields.

Additionally there are some graduate programs which claim to prepare students for specific work in the human service arena (e.g. human development, family therapy, etc.). There is no way to judge the qualifications of people graduating from these programs, except by the statements of faculty or administrators in those programs. Because these programs do not represent an accepted profession, they do not have a national accrediting body which sets standards and approves educational preparation, nor do they have a national professional association which safeguards ethical behavior.

10. Do people who are not social workers (or psychologists or nurses or other professionals) do tasks that social workers do?

Yes. In the arena of human services, individuals without professional credentials may do certain tasks that social workers do. There is a lot of helping that goes on outside of professional work, such as skilled listening. However, the ability to be helpful to others does not make someone a social worker. This requires specialized course work, supervised field training and a well-developed value orientation.

11. Don't educational requirements limit the number of social workers?

Educational requirements do affect the number of people who may earn social work degrees. That is true for every profession. However, the requirements are in place because professional helping requires professional education. If anyone could do social work, regardless of background or training, there would be no reason for a profession. The same is true for nursing, teaching, and the legal profession.

12. Is it true that there is a social work shortage in Kansas? And if so, what can be done about it?

As a rural state, Kansas experiences certain chronic professional shortages in a number of areas including social work, nursing, and medicine. These shortages occur mainly in the more remote areas. Because the need for trained professionals is as true there as in the rest of the state, it is important to develop incentives to attract professionals to these areas through increased salaries, enhanced work benefits and other creative strategies.

13. Would auxiliary social service workers fill the gap in these remote areas?

As a temporary measure, auxiliary staff may be helpful in meeting some social service needs in areas where there is a chronic social worker shortage. In order to protect services to consumers, these auxiliary workers need to have the following:

- a. A background in a social science of human service discipline
- b. A well-defined but limited area of work activity
- c. Regular, on-the-job, professionally-designed training
- d. The close supervision of a licensed social worker.

TESTIMONY ON JANUARY 18, 1990

SENATE BILL NO. 433

RE: Proposal No. 44

Mr. Chairman and Committee Members, I want to thank you for the opportunity to testify again today. I am here on behalf of Senate Bill No.433, Proposal Number 44. An amendment which gives more discretion to the Behavioral Science Regulatory Board to issue a temporary license to persons who have met all qualifications for licensing, except the examination, appears to address an issue for those qualified social workers who have been delayed in accepting employment due to the hardship and the necessity to obtain a Kansas social work license.

The second recommendation which would allow social workers an opportunity to have their social work license placed in an inactive state also enhances the option to reactivate their social work license quickly when they are ready to reenter the workplace.

These legislative changes allow the social work laws to be more responsive to social workers while continuing to protect the citizens of Kansas from unqualified applicant practitioners. I wholeheartedly endorse your passage of Senate Bill Number 433 as drafted.

Kathryn W. Spragens, Director
Department of Social Services
University of Kansas Medical Center

SPH+W
Attachment #4
1/18/90

BSW EDUCATION AND RESOURCES

Social work education in the United States is the professional educational preparation for persons engaging in "social work." The development of professional social work education has its roots in the early social reform movements of the late 19th century with considerable refinement developed in the mid 20th century.

Professional education for social workers began at the graduate level. Formal provisions for accredited professional education for undergraduate students began in the early 1970's. There are now over 400 nationally accredited undergraduate social work education programs in the United States. In Kansas there are 10 accredited undergraduate social work education programs.

In 1989 approximately 215 persons received baccalaureate degrees in social work (BSW). At the present time there are approximately 1000 students with declared majors in social work. The directors of the undergraduate programs estimate that there will be approximately 200 BSW graduates in 1990.

One of the values of undergraduate social work education in Kansas is the geographical distribution of the programs. These 10 programs are located as follows:

- Wichita State University, Wichita
- Pittsburg State University, Southeast
- Kansas State University, Manhattan and Hays (Central, Northern and Northeast)
- University of Kansas, Lawrence and Kansas City (Eastern)
- Washburn University, Topeka
- Bethaney College, Lindsborg, the Salina area
- Tabor College, Hillsboro
- Bethel College, Newton
- St. Mary of the Plains, Dodge City
- Southwestern College, Winfield

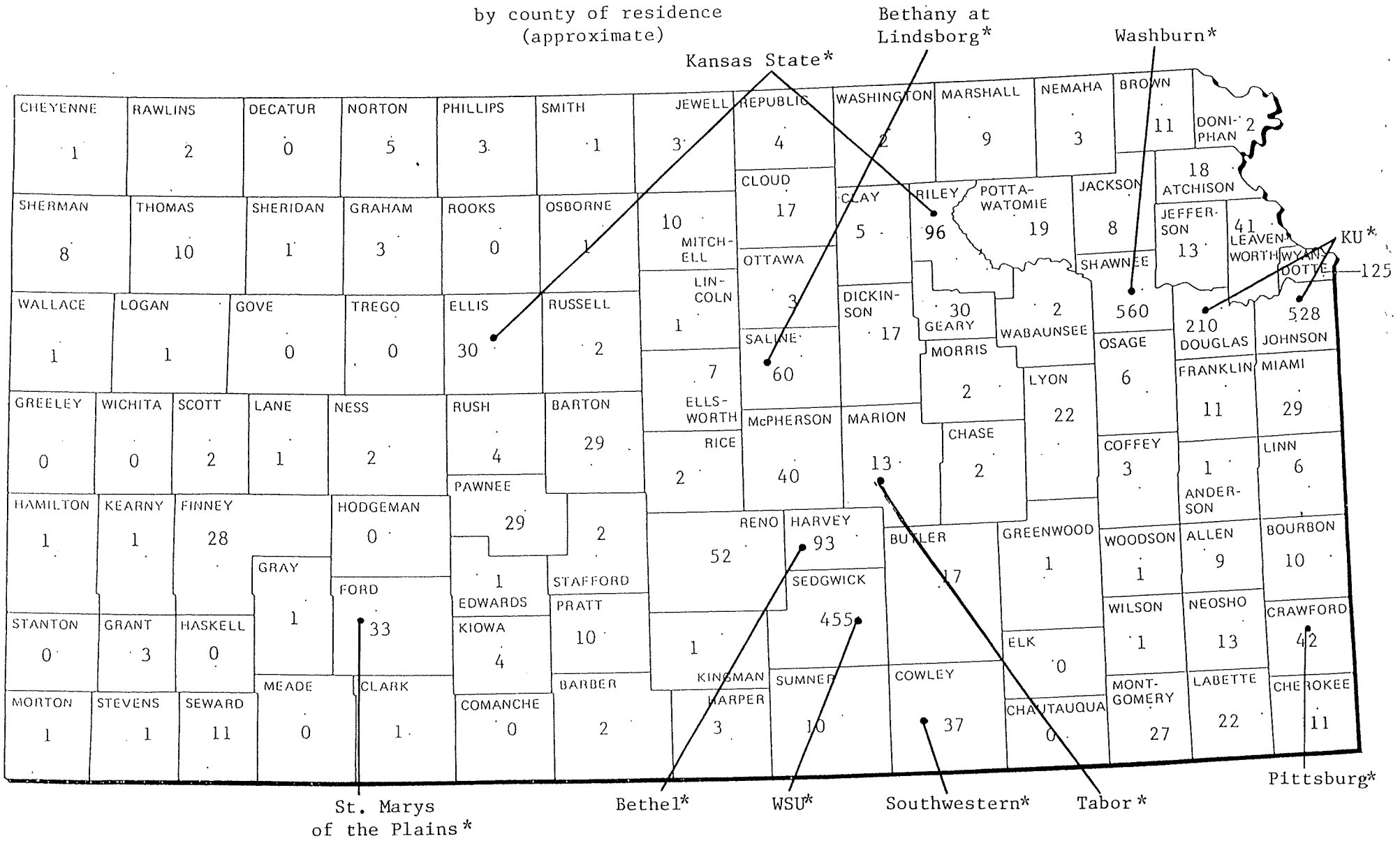
The state is actively supporting social work education in Kansas. The programs, distributed as they are, attract students from all regions of the state. The BSW programs are in an excellent position to serve the needs of the state in the professional training of social service delivery personnel to serve virtually all areas of the state.

Faculty of the social work education programs are, without exception, deeply interested in the quality of social work services. Each of the programs either have, or are working to develop, close working relationships with SRS and other public social service agencies.

SPH+W
Attachment #5
1/18/90

Licensed Social Workers in Kansas
1989

by county of residence
(approximate)



*BSW Programs in Kansas

Testimony before

The Senate Committee on

Public Health and Welfare

Regarding

Senate Bill 433

on

January 18, 1990

Linda Perrier
Social Worker Recruiter
296-4535

presented on behalf of:

Winston Barton, Secretary
Department of Social and Rehabilitation Services

SPH+W
Attachment #6
1/18/90

SOCIAL AND REHABILITATION SERVICES TESTIMONY
Winston Barton, Secretary

Senate Bill 433
1-18-90

Mr. Chairman and Committee members, I appreciate the opportunity to address you today. I am a licensed social worker in Kansas and I am presenting the testimony for Social and Rehabilitation Services.

SRS provided testimony on Proposal 44 before the Special Committee on Public Health and Welfare in October of 1989. It cited numerous initiatives which the agency has made in the recruitment of qualified, licensed social workers to work for SRS and serve Kansas communities.

Senate Bill 433 incorporates many of the recommendations which SRS made at that time. We commend the Special Committee for the bill. However, we still believe that the bill should include other provisions which we recommended in October. SRS needs these provisions in order to recruit and retain qualified social workers to provide a wide variety of services to its growing number of children, youth, adult and elderly clients.

SRS recommends that section 1(h) read as follows:

(h) Upon ~~certification-by-the-executive-director~~ application, the board shall issue temporary licenses to persons who have ~~met--all--licensure--under provisions-of-this-act;--except--passage-of-the-required-examination;--who--must wait-for-completion-of-the-next-examination;~~ completed the requirements for a degree in social work, who have paid the required fee and who have submitted documentation as required by the board under the following provisions: (1) The

temporary license shall expire upon receipt and recording of the person's examination score by the board if such person fails the examination or upon the date the board issues or denies the person a license to practice social work if such person passes the examination; (2) such persons shall take the next license examination subsequent to the date of issuance of the temporary license unless there are extenuating circumstances accepted by the board; (3) no person may be granted a temporary license more than once; and (4) no person may work under a temporary license except under the supervision of a licensed social worker. Nothing in this subsection shall affect any temporary permit to practice issued under this subsection prior to the effective date of this act and in effect on the effective date of this act. Such temporary permit shall be subject to the provisions of this subsection in effect at the time of its issuance and shall continue to be effective until the date of expiration of the permit as provided under this subsection at the time of issuance of such temporary permit.

We also recommend that Section 2 (d) read as follows:

(d) If the application for renewal, including payment of the required renewal fee, is not made on or before the date of the expiration of the license, the license is void, and no license shall be reinstated except upon payment of the required renewal fee established under K.S.A. 65-6314 and amendments thereto, ~~plus a penalty equal to the renewal fee~~, and proof satisfactory to the board of ~~compliance with the~~ the completion of 60 hours of continuing education requirements fixed by the board. Upon receipt of such payment and proof, the board ~~may~~ shall reinstate the license. ~~except that no license shall be reinstated if such payment and proof is received more than one year after the date of the expiration of the license.~~ A license shall be reinstated

under this subsection, upon receipt of such payment and proof, at any time after the expiration of such license.

SRS believes that its recommendations pertain to social workers in Kansas, particularly those who were grandfathered into the licensing act and do not now meet the new criteria for licensure, who allowed their social work license to lapse. The recommendations would allow the social worker to renew the license without returning to college and obtaining additional credentials or a social work degree. SRS does not see a need for a penalty fee when a licensee does not intend to practice social work for a number of years and allows the license to lapse. In a sense, this will allow social workers to enter an inactive status and then renew their license without the need to reapply, obtain new references or take the licensing examination again. Their only obligation will be to pay a renewal fee and provide proof of 60 continuing education hours.

The recommendation regarding a temporary license would streamline the process for issuing a temporary license to social workers. SRS believes it is imperative in obtaining qualified social workers to serve SRS clients that the application process for social work licenses be as timely as possible. With the social worker examinations being reduced from four to three times a year in 1990, with the requirement that the filing date for applications for the licensing examination be made approximately 3 1/2 months in advance of the examination and with a six-week time period for scoring the examination, the issuance of temporary permits in a timely manner is necessary if social workers are to be employed by SRS in a timely manner. The recommendations would allow the Behavioral Sciences Regulatory Board to issue a temporary license in a

timely manner after the person provides to the Board proof of the completion of the requirements for a degree in social work.

KANSAS DEPARTMENT OF SOCIAL AND REHABILITATION SERVICES
Division of Human Resources

M E M O R A N D U M

TO: Senator Roy Ehrlich, Chairperson of the Senate Committee on Public Health and Welfare **DATE:** January 22, 1990

FROM: Winston Barton, Secretary *Winston Barton* **SUBJECT:** Testimony related to Senate Bill 433 on 1-18-90

I understand that during Linda Perrier's testimony on Senate Bill 433 the agency was asked to respond to additional questions. The following responses are to those questions:

- 1) The number of social workers working for SRS in the Kansas City Area SRS office is 74. A review of our records indicates that 47 of these staff have a home residence listed which is outside of Wyandotte County.
- 2) All social worker positions as well as other classifications of positions within SRS have been frozen as of 1-19-90. Please refer to my memo to staff which is enclosed.
- 3) Attached is a copy of the approval for hiring at "Above Step A" for social workers in the Hays and Garden City areas and a copy of the pay matrix which indicates the amount paid at Step A and Step C.
- 4) The number of additional support and social work positions requested in the SRS F.Y. 91 budget was:

<u>Budget Requests</u>	<u>B Level Budget Requests</u>	<u>C Level Budget Requests</u>	<u>Governor's Budget Recommendation</u>
Field Administration (0121)	69.5 Clerical	159.5 Clerical	0

These clerical staff in the B Level Request are currently working as Part Time Intermittents and the agency requested transfer to Full Time Equivalent positions.

KanWork (3200)	0	48 Social Workers 6 Clerical <u>54 Total</u>	0
Field Staff (7360) (Social Services staff in Youth & Adult Serv.; <u>not Income Maintenance</u>)	0	38 Social Workers <u>56 Prog. Techn.</u> 94 Total	0

6-6
JAN 22 1990

Senator Roy Ehrlich
January 22, 1990
Page Two

Youth Services Administration (7410)	0	3 Social Workers	0
Child Abuse Hotline (7490)	1 Social Worker	1 Social Worker	1 Social Worker
<u>TOTAL</u>	69.5 Support Staff 1 Social Worker	221.5 Support Staff 90 Social Workers	1 Social Worker

Please contact me or my staff if you need additional data (296-3271). SRS has made a commitment to operate within our budget and these fiscal measures are necessary at this time.

WB:LAP:jl
Attachments


cc: Thelma Hunter Gordon, Director, Dept. of Human Resources
Jack Rickerson, Director, SRS Personnel
Emalene Correll, Legislative Research
Allyn Lockner, Office of Policy
Mike Van Landingham, Director, Field Operations
Linda Perrier, SRS Social Worker Recruiter

KANSAS DEPARTMENT OF SOCIAL AND REHABILITATION SERVICES
Office of the Secretary

M E M O R A N D U M

TO: Policy Committee
Area Directors
VR Facility Administrators
Central Office Administrators

DATE: January 18, 1990

FROM: Winston Barton 

SUBJECT: Freeze on Filling
Vacant Positions (Update)

Our budget circumstance has become more critical. As a result, I am placing a total freeze on Agency 628 positions as they become vacant. This freeze is effective immediately (today) and also covers positions previously approved to announce and fill. The only exceptions are for those positions for which a firm commitment of employment has already been made.

I recognize all of you will need to manage through hardships that will result from this more restrictive policy. I expect managers to prioritize and to look within their organizational unit(s) for the resources to get the job done. It may mean that staff may have to temporarily transfer from one unit to another, or from one county to another, to cover for a vacancy. I will appreciate your creativity and endurance.

WB:THG:dls

cc: SRS Personnel Section Chiefs
Area Officer Personnel Officers
Administrative Service Chiefs

bcc: Jack Rickerson
n Kuhn
Berrie Salley
Sam Yowell
Sally Vander Velde
Sharon Bolyard

STATE OF KANSAS



DEPARTMENT OF ADMINISTRATION
Division of Personnel Services

file
KANSAS SOCIAL
REHABILITATION SERVICES (2)

OCT 30 1989

OFFICE OF THE
SECRETARY

MIKE HAYDEN,
Governor

SUSAN IRZA,
Director of Personnel Services

Room 951-South
Landon State Office Building
900 S.W. Jackson Street
Topeka, Kansas 66612-1251
913-296-4278

October 25 , 1989

Winston Barton, Secretary
Department of Social and Rehabilitation Services
Docking State Office Building, Sixth Floor
Topeka, Kansas 66612-1570

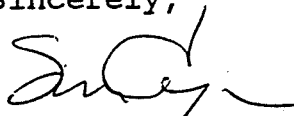
Dear Secretary Barton:

The request from Thelma Hunter Gordon, Special Assistant to the Secretary, to recruit and fill Social Worker I and II vacant positions at step C of salary ranges 18 and 21, respectively, for the additional counties now served by the Garden City and Hays Area Offices, is approved due to a lack of eligibles for the class of positions.

The counties included in this addendum to the previous request for authority to hire at step C are the following: Barton, Pawnee, and Rush counties, covered by the Hays Area Office, and the counties of Edwards, Kiowa, Commache, Stafford, Pratt, and Barber, which are now included in the Garden City Area Office.

These authorizations are granted pursuant to Kansas Administrative Regulation 1-5-8(b)(2).

Sincerely,


Susan Irza

SI:lr

cc: Thelma Hunter Gordon

To: Sally - FYI
From: Jack R.

STATE OF KANSAS



DEPARTMENT OF ADMINISTRATION
Division of Personnel Services

KANSAS SOCIAL AND
REHABILITATION SERVICES

JUL 19 1989

OFFICE OF THE
SECRETARY

MIKE HAYDEN,
Governor

SUSAN IRZA,
Director of Personnel Services

Room 951-South
Landon State Office Building
900 S.W. Jackson Street
Topeka, Kansas 66612-1251
913-296-4278

July 14, 1989

Winston Barton, Secretary
Department of Social and Rehabilitation Services
Docking State Office Building, Sixth Floor
Topeka, Kansas 66612-1570

Dear Secretary Barton:

Your request to recruit and fill Social Worker I and II vacant positions at step C of salary ranges 18 and 21, respectively, is approved due to a lack of eligibles for the class of positions.

The authority to hire at step C for the above classifications is effective June 18, 1989, for the fiscal year of 1990, and includes 37 counties covered by the Garden City and Hays Area offices.

These authorizations are granted pursuant to Kansas Administrative Regulation 1-5-8(b)(2).

Sincerely,

Handwritten signature of Susan Irza in cursive, followed by a horizontal line.
Susan Irza

SI:lr

cc: Thelma Hunter Gordon

KANSAS STATE CIVIL SERVICE BASIC SALARY PLAN
BASIC STEPS (ANNUAL RATES)

Effective FY 1990

LONGEVITY STEPS

Range No.	Step A	Step B	Step C	Step D	Step E*	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O
3	\$ 9,396	\$ 9,612	\$ 9,876	\$10,140	\$10,356	\$10,608	\$10,872	\$11,160	\$11,436	\$11,700	\$11,988	\$12,300	\$12,600	\$12,912	\$13,236
4	9,876	10,140	10,356	10,608	10,872	11,160	11,436	11,700	11,988	12,300	12,600	12,912	13,236	13,572	13,896
5	10,356	10,608	10,872	11,160	11,436	11,700	11,988	12,300	12,600	12,912	13,236	13,572	13,896	14,256	14,568
6	10,872	11,160	11,436	11,700	11,988	12,300	12,600	12,912	13,236	13,572	13,896	14,256	14,568	14,964	15,324
7	11,436	11,700	11,988	12,300	12,600	12,912	13,236	13,572	13,896	14,256	14,568	14,964	15,324	15,708	16,116
8	11,988	12,300	12,600	12,912	13,236	13,572	13,896	14,256	14,568	14,964	15,324	15,708	16,116	16,500	16,920
9	12,600	12,912	13,236	13,572	13,896	14,256	14,568	14,964	15,324	15,708	16,116	16,500	16,920	17,316	17,748
10	13,236	13,572	13,896	14,256	14,568	14,964	15,324	15,708	16,116	16,500	16,920	17,316	17,748	18,204	18,636
11	13,896	14,256	14,568	14,964	15,324	15,708	16,116	16,500	16,920	17,316	17,748	18,204	18,636	19,104	19,560
12	14,568	14,964	15,324	15,708	16,116	16,500	16,920	17,316	17,748	18,204	18,636	19,104	19,560	20,064	20,544
13	15,324	15,708	16,116	16,500	16,920	17,316	17,748	18,204	18,636	19,104	19,560	20,064	20,544	21,060	21,564
14	16,116	16,500	16,920	17,316	17,748	18,204	18,636	19,104	19,560	20,064	20,544	21,060	21,564	22,116	22,644
15	16,920	17,316	17,748	18,204	18,636	19,104	19,560	20,064	20,544	21,060	21,564	22,116	22,644	23,208	23,784
16	17,748	18,204	18,636	19,104	19,560	20,064	20,544	21,060	21,564	22,116	22,644	23,208	23,784	24,372	24,972
17	18,636	19,104	19,560	20,064	20,544	21,060	21,564	22,116	22,644	23,208	23,784	24,372	24,972	25,596	26,220
SWI 18	19,560	20,064	20,544	21,060	21,564	22,116	22,644	23,208	23,784	24,372	24,972	25,596	26,220	26,880	27,528
19	20,544	21,060	21,564	22,116	22,644	23,208	23,784	24,372	24,972	25,596	26,220	26,880	27,528	28,212	28,896
20	21,564	22,116	22,644	23,208	23,784	24,372	24,972	25,596	26,220	26,880	27,528	28,212	28,896	29,628	30,336
SWII 21	22,644	23,208	23,784	24,372	24,972	25,596	26,220	26,880	27,528	28,212	28,896	29,628	30,336	31,092	31,860
SWIII 22	23,784	24,372	24,972	25,596	26,220	26,880	27,528	28,212	28,896	29,628	30,336	31,092	31,860	32,664	33,444
23	24,972	25,596	26,220	26,880	27,528	28,212	28,896	29,628	30,336	31,092	31,860	32,664	33,444	34,284	35,124
SWIV 24	26,220	26,880	27,528	28,212	28,896	29,628	30,336	31,092	31,860	32,664	33,444	34,284	35,124	36,000	36,888
25	27,528	28,212	28,896	29,628	30,336	31,092	31,860	32,664	33,444	34,284	35,124	36,000	36,888	37,812	38,736
SWV 26	28,896	29,628	30,336	31,092	31,860	32,664	33,444	34,284	35,124	36,000	36,888	37,812	38,736	39,708	40,668
27	30,336	31,092	31,860	32,664	33,444	34,284	35,124	36,000	36,888	37,812	38,736	39,708	40,668	41,688	42,708
28	31,860	32,664	33,444	34,284	35,124	36,000	36,888	37,812	38,736	39,708	40,668	41,688	42,708	43,764	44,844
29	33,444	34,284	35,124	36,000	36,888	37,812	38,736	39,708	40,668	41,688	42,708	43,764	44,844	45,960	47,088
30	35,124	36,000	36,888	37,812	38,736	39,708	40,668	41,688	42,708	43,764	44,844	45,960	47,088	48,252	49,428
31	36,888	37,812	38,736	39,708	40,668	41,688	42,708	43,764	44,844	45,960	47,088	48,252	49,428	50,676	51,888
32	38,736	39,708	40,668	41,688	42,708	43,764	44,844	45,960	47,088	48,252	49,428	50,676	51,888	53,196	54,492
33	40,668	41,688	42,708	43,764	44,844	45,960	47,088	48,252	49,428	50,676	51,888	53,196	54,492	55,860	57,216
34	42,708	43,764	44,844	45,960	47,088	48,252	49,428	50,676	51,888	53,196	54,492	55,860	57,216	58,632	60,084
35	44,844	45,960	47,088	48,252	49,428	50,676	51,888	53,196	54,492	55,860	57,216	58,632	60,084	61,584	63,072
36	47,088	48,252	49,428	50,676	51,888	53,196	54,492	55,860	57,216	58,632	60,084	61,584	63,072	64,656	66,276

* Market Rate

TESTIMONY BEFORE THE SENATE PUBLIC HEALTH AND WELFARE COMMITTEE

S.B. 433

JANUARY 18, 1990

CHAIRMAN EHRLICH, VICE-CHAIRPERSON LANGWORTHY AND COMMITTEE MEMBERS:

I am Mary Ann Gabel, Executive Director of the Behavioral Sciences Regulatory Board, appearing before you today on behalf of Dr. Marvin A. Kaiser, Chairperson of the board who is unable to attend. The board generally concurs with the legislation from the standpoint of its concern for protecting the public and advancing the needs of agencies that employ social workers. The board, however, wishes to point out sections of the bill that may create administrative concerns for the board and/or the Legislature.

The proposed amendment in Section (h) (page 2, line 28) shifts issuance of a temporary social work license from "certification by the executive director" to the board. The current procedure followed is to authorize the Executive Director, under guidelines established by the board, to review each application, which includes the transcript and reference forms, and to make a determination as to the applicant's eligibility. When the applicant has requested a temporary license, paid the fee, and found eligible for licensure pending satisfactory completion of the examination, the applicant is issued a temporary license. The board is provided a listing of all temporary licenses issued at its subsequent meeting.

The proposed amendment may create delays in issuing temporary licenses to applicants inasmuch as the board meets as a whole every two-to-three months. Therefore, persons can be delayed an opportunity to practice under a temporary license until such time as the board convenes a meeting.

SPH+W
Attachment 7
1/18/89

The proposed amendments in Section (j) (page 3, line 11), shorten the required notification time by one work week. There has been no provision considered or given to increasing the board staff, yet the demands on staff are ever increasing. The board requests that either the staffing of the agency is increased to accommodate increased demands for services or that the mandatory notification period remain at 15 days.

The proposed amendments in Section (d) (page 3, lines 29-42) will create an administrative expense to the board in terms of retention of files and the need to provide additional storage space. The proposed amendment in this section permits persons to renew their social work license at any time following expiration by satisfying a 60-hour continuing education requirement, paying a renewal fee and a late renewal fee. Approximately 283 licenses expired in FY'88 and 180 licenses in FY'89, for a total of 463 licensure files in a two-year period of time. Based on the current rate of renewals vs. expirations, there is no reason to believe that these numbers will decrease.

The statute, as it is now written, requires persons to renew their expired license within one year from the date of expiration. Current procedure requires the board office to retain the records of each expired licensee for a two-year period of time following expiration. After the two years, the expired file is purged and only the original license number and date of issuance is retained.

With regard to the 60-hour continuing education requirement, it is not clear to the board when the hours are to be taken since the statute only requires completion. Is it the Legislature's intent that continuing education may be taken anytime irregardless of the period of time it covers, which could span either months or years.

Thank you for permitting the board an opportunity to present these administrative concerns to your committee. I will be happy to answer any questions you may have.