

Newfoundland & Labrador  
**College of  
Social Workers**

Summary of Adjudication Tribunal Decision

By Order of an Adjudication Tribunal of the Disciplinary Panel of the Newfoundland and Labrador College of Social Workers (NLCSW) dated December 10, 2023, Jamie Snow (registration # 2984) has been found guilty of conduct deserving of sanction pursuant to *the Social Workers Act (2010)*.

Jamie Snow practiced social work in Conception Bay South NL.

The conduct that was found to be deserving of sanction included:

- Failure to meet his professional responsibility to ensure best practices and due diligence with his clients and his employer
- Failure to meet the documentation standards expected of a professional social worker
- Leaving a youth in care at risk by not completing required home visits
- Falsifying required reports for a high-risk youth in care
- Failure to complete scheduled home visits for a high-risk family
- Leaving a family at risk by not interviewing a parent who posed a high level of risk to the family

The Adjudication Tribunal accepted a joint submission on sanction and ordered:

1. A reprimand for a period of twenty-four (24) months
2. Payment of a fine of \$3500.00
3. Completion of two education courses on ethical decision making and documentation
4. Restriction from being a field instructor or supervising other social workers for a period of twenty-four (24) months
5. Completion of two critical, self-reflective reports to the NLCSW
6. Restriction from engaging in private practice for a period of twenty-four (24) months
7. Payment of costs of \$3500.00

Lisa Crockwell LL.M, MSW, RSW  
Registrar